

## Woods Captures Skimeister Title



Two years ago Chris Woods skied away with the Skimeister title. This year his little brother, Sean, was awarded the honor. The Skimeister title is determined by regular-season results from both Nordic (which includes classic and skate) and alpine races, including slalom and giant slalom, where points are awarded to the top finishers in relation to other Skimeister competitors.

Mike Woods, Division 10, is understandably proud of his boys' accomplishments. He is able to rattle off all the races they have won this year—including the National Qualifier at the Olympic-famed Soldier's Hollow (little brother Sean won the 1.2K sprint!)

"The Skimeister title means he's the top-scoring all-round high school skier with both Nordic and alpine combined. Chris was the Skimeister two years ago—he's been racing for 16 years. His brother followed in his footsteps," Mike said. "Last year was

the first time they raced together." And obviously, they did a great job.

Sean won a classic race at Middle Park, took third at the state classic race and fifth at the state skate race, and was named all-state in both disciplines. Chris finished first at the state classic race and second at the state skate race. Both were named all-state in both disciplines. Sean excelled at the club level, too, winning a junior national qualifier sprint race.

Early this month both Chris and Sean will be heading to Alaska to compete in the Junior Olympics. And if the past is any indication, the Woods' brothers are hoping to end up on the podium representing Vail. Good luck, boys!



January 25, 2008

Project: Curtis Mountain Home

Dear Gallegos Corporation,

We want to thank you and your company for making the Curtis project one of our most successful. It is because we have the pleasure of dealing with subcontractors like you who are professional people who take pride in their work, understand schedules, and know our commitment to quality and detail.

It looks like a very busy 2008 and, again, you will be crucial to our ability to maintain our excellent reputation. As you well know, if things are framed right, everyone else's job is that much easier. I hope you as well were successful on our jobs and we look forward to an ongoing relationship.

Sincerely

Dave Clingman  
Bob Boxwell

## Gallegos Sponsors Youth Soccer Team

By Kevin Hughey

Jaime Luna and Bernabe Colin, both from Division 32, are coaching their sons on a soccer team sponsored by The Gallegos Corporation. They have coached the team to a 7-2 record as of to date! Keep up the good job, guys!



**Congratulations to Fidel Macias Dominguez (Div. 20) who earned is English-speaking GED earlier this year! Jake Jacobson, Division 20 President, sends his congratulations!**

## Employee of the Month

Scott Christensen, Division 32 President, explains why Kevin Hughey is March's Employee of the Month.

Kevin Hughey, Operations Manager for Division 32, has been awarded our Employee of the Month for March in recognition of his performance surrounding the windstorm and resulting injury to Jesus Morillon and the potential collapse of the scaffold at the Northcare project in Colorado Springs. Kevin reacted with expertise and professionalism in managing the situation from start to finish. Along with the indispensable assistance of Mike Haller and Steve Fluty, Kevin was able to keep an eye on the treatment of Jesus, the dismantling of the damaged scaffolding, and the management of the OSHA investigation. His steady demeanor and experience gave everyone in the field and the main office the reassurance that the situation was being handled properly and professionally.

Kevin Hughey is a huge asset to Division 32 and The Gallegos Corporation, and we thank him for his excellent work and attitude.



Mike Haller is April's employee of the month. Everyone knows him as Safety Man, but he does much more than help keep all of us safe on the job. Mike has been known to get up at the crack of dawn to assist with Amigo arrivals, help them set up their apartments, work at the 4<sup>th</sup> of July parade in Vail and even pick up trash on the Gallegos' portion of I-70. As Safety Director, he has implemented programs to keep injuries to a minimum, including a stretching program at the start of the day. During his tenure with Gallegos, the incidents of safety violations has decreased substantially. If there is an accident on the job, Mike gets there quickly and assists the injured worker while helping to prevent further injuries. Mike is also involved with the Eagle County Home Builders Association where he gives monthly safety lectures on topics ranging from fall protection to the proper use of machinery.

Mike is an invaluable member of The Gallegos Corporation, and we thank him for his dedication to keeping everyone safe at work.

## Welcome Aboard!

By Carolina Martin

**Brandi Resa** has joined the accounts payable department as the AP Manager. She recently worked at Colorado Mountain News Media, where she was the accounting manager. Brandi attended the University of Missouri and graduated with a BA in Accounting. She took and passed—in the first sitting—all four parts of the CPA exam. Brandi is also an avid runner: she competed last year in the 100 mile Leadville Trail race and will be competing again this August. They actually run 100 miles within 30 hours. Amazing!!!! Stop by the AP office and give Brandi a warm welcome!

**Angie Suntken** started in Human Resources as the HR Assistant. She has been with the company less than 2 months but it seems like she's been with us forever! She comes to us with an extensive amount of Human Resources and construction experience. Angie and her husband Scott live in a cabin in Sweetwater with their horses and cat Dante. They love the outdoors and don't miss a chance to go snowmobiling every weekend they can. It is a pleasure having her as an addition to the HR team; she always has a smile and brings enthusiasm into the office.

## 2007 SAFETY YEAR IN REVIEW: GOOD NEWS ACROSS THE BOARD

BY MIKE HALLER

This past year was a good one for safety in the company. At press time, eight out of ten divisions have worked more than one hundred days without an OSHA Recordable Injury. Just look at some of the hours worked without injury.

Division 90, the Stone Yard, has worked three and a half years without an injury—that is an incredible feat. Division 40, Marble and Granite, has worked two years without a recordable injury and rewarded their employees with gift certificates and sweat shirts. Division 31, Plaster and Stucco, is at one and a half years and 60,000 man-hours and no injuries! Division 20, Vail Masonry, has worked 275 days and 244,000 man-hours without an OSHA recordable injury. This division has done a superb job with their safety. Safety is an on-going task and everyone must be involved. I look forward to 2008's similar safety standards. Keep up the good work, and I will see you on your safe job sites.

## Our Revamped & Simpler Strategic Plan

After almost four years of planning, strategizing and working together, the strategic plan is firmly in place and helping bring a new vision to the company. The plan is more focused than ever and is helping keep all of us focused on where the company is going.

What at first seemed a daunting task list of strategies and goals has become a sort of check list to allow the company to grow effectively. "The strategic plan has become a lot simpler," said Dacia Belisle, Division 10. "We have accomplished so much, there is so much behind us now we are able to focus our efforts on things that will propel us in the direction we want to go."

The four goals can be summarized easily enough: to help us all remember who our clients are, how to treat our customers, to master operational effectiveness and have the best people—goals that are attainable as well as challenging.

The plan has affected most of the employees, and in the next few months everyone should be well acquainted with our company's revamped strategic plan, mission and values. The reformulated plan will be rolled out, discussed and in place helping make everyone more efficient. A "champion" is in charge of setting strategies for each of the goals—and they will then bring in other people to achieve the goals.

"The plan allows all of us to understand where the company is going," said Chris Bystrom, chief estimator. "We are more selective in the bid process. We are seeing projects now that never had been brought in before the plan was in place." Because of the nature of the projects, Chris has also revamped how his staff estimates projects—instead of one guy doing all the work on one project, he has teams of three or four. This allows for a complete bid that is accurate.

"The strategic plan is changing the company for the better," said Division 20 senior project manager Steve Kalabany. The company had grown so fast and furiously, that the little things could have been overlooked. But with this plan in place, it is allowing for training—in essence paying it forward for employees. Good managers know how to lead their division as well as encourage brainstorming at lower levels—allowing everyone to feel that their input is valued and important. "Now we know where the company is going," Steve added.

Kevin Hughey, Division 32 project manager says the strategic plan helps instill a team atmosphere that allows everyone to succeed, which will in the long and short run, help with employee retention.

"It makes the people that work with you feel that their job is important," he said. "The plan allows us to continue to sup-

port their development, and make them feel that they are an important part of the company—to let them know when they are doing a good job. This kind of behavior will also spread down through the ranks, if an employee feels respected they will show respect back."

This thought process is right in line with the goal Lisa Ponder, HR director, and her staff are dedicated to: providing the most skilled, professional and reliable work force in all of our locations. "I changed our original goal of having the best employees to be more directed and focused," Lisa says. "The plan keeps people focused on where we are going—it's easy to get bogged down in the day to day and forget the big picture."

Taylor Serson, Division 21 project manager, mirrors what Lisa says. "The strategic plan has affected me personally by giving me four goals to guide me on any given workday. These goals that we have chosen could apply to any business striving for success, but it is easy to forget them when caught up in the day to day realities of construction. The strategic plan keeps these items in the forefront," Taylor said.

Some personal examples for the second goal would be that in Division 21, project managers are more intimately involved in the yearly performance reviews of superintendents, foreman, and lead masons, which allows them to be directly involved in retaining some of the best people. This also relates to field level buy in since foremen and superintendents are routinely asked to be involved with the performance reviews of the masons and laborers making up their crews.

The HR department knows the challenge of not only hiring the best people, but keeping them—a challenge everyone is aware of, not only in our company but in the industry country-wide. Taylor sums it up by saying, "Because recruitment and hiring continues to be a challenge, focusing on training and developing our existing employees is key. Superintendents and foremen are very aware of the lack of skilled and legal masons in the area and the dismal retention rate on out-of-town recruits." The division 21 field managers are moving experienced laborers into a mason-apprentice positions, even supplying guys with tools when necessary. "These new apprentices are currently that backbone of some of my projects and will literally be our future of the company," he adds. Retention will be a challenge.

The goal of mastering operational effectiveness easily translates into working smarter. "For me this is an exciting portion of the strategic plan, due to the ease of measuring the success of the strategies that we roll out," Taylor said. "Some things will stick and some may fail, but in the end we will be more productive."

# Happy Birthday!



## February

- 1 Yuri Millan (23); Raul Molina (50); John O'Meara (23); Arturo Robles (20); Mimi Trombatore (21)
- 2 Gary Woodworth (40)
- 3 Enrique Sanchez (50)
- 4 Enrique Gomez-Jimenez (24); Laura Hernandez (10); Augusto Rojas (23)
- 7 Juan Vasquez (31)
- 8 Alejandro Munoz (31)
- 10 Corey Brauburger (23)
- 11 Jose Lopez V (21)
- 12 Sylvia Connely (22); Harry Dumond (21)
- 13 Jose Armenta (20)
- 14 Wade Youngblood (22)
- 15 Dani Ettles (10)
- 17 Edgar Hernandez (40); Rich Passey (20)
- 18 Mario Becerra (20); Ramon Becerra (20); Allen Calderon (22); Dan Maxson (22)
- 21 Cipriano Inga (23)
- 22 Shana Neill (24)
- 23 Chris Falk (40)
- 24 Kenny Fairchild (31); Robert Martinez (24); Ruben Zepeda (22)
- 26 Ramiro Romo (20)
- 28 Raul Ortega (50)

## March

- 1 Benedetto Vitale (40)
- 2 Julio Romo (23); Sergio Villasenor (22)
- 4 Joe Cervantes (32); Manuel Perez (50)
- 5 Miguel Jimenez (40)
- 6 Jason Ingles (32); Angela Vincent-Suntken (10)
- 7 Corey Dedmon (90); Caroline Gallegos (10); Melanie Maxson (22); Antonio Torres (10)
- 8 Juan DeParra Lisardo (20); Jose Pinela (22)
- 9 Jose Chairez (20)
- 10 Daniel Wood (20)
- 11 Bacilio Cabral (20); Osvaldo Garcia (50)
- 13 John Day (31)
- 15 Steve Moreno (23)
- 16 Phillip Gallegos (40); Gabriel Luna (24)
- 17 Marcette Gordon (20)
- 20 Manuel Diaz (21)
- 21 Efran Castaneda (23); Oscar Ramirez-Almaraz (20); Dale Schiesser (21)
- 24 Mario Delara (20); Enrique nevarez (24)
- 26 Jon Lest (22); Oscar Maceil (22)
- 28 Jason Bozzuto (23); Geoff Soelter (31); Victor Vega (32)
- 29 Amado Lovato (40); Anthony Martinez (50)
- 30 Michael Hill (50); Juan Soto Nevarez (24); Matt Steiner (22)
- 31 Anthony Logan (22)

## April

- 2 Michael Jaques (10); Sergio Vargas (23)
- 4 Carmel Gonzalez (10)
- 6 Salvador DeLoera (20); William Dermody (32)
- 8 Lori Howard (31)
- 9 Aurelio Almaras (20); Neal Hollingsworth (31); Sergio Irazoque (21)
- 10 Ponpeyo Amador (23)
- 11 JC Slocum (22)
- 12 Martin Cano Campos (40); Lee Nickerson (31)
- 13 Joe Kleber (50)
- 14 Brad Bissonette (50); Gary J Clifford (21); Gary John Clifford (21); Roy Wilson Jr. (23)
- 15 Raul Munoz Jr. (20)
- 16 Francisco Torres (23)
- 19 Jaime Hurtado (23)
- 20 Gary Hernandez (32)
- 21 Alejandro Vazquez (23); Jeff White (23)
- 22 Robert Sullivan (50)
- 23 Juan Garcia (23); Leonel Meraz (31)
- 25 Charles Valdez (22)
- 26 Alfredo Esparza (20); Myron Miller Jr. (21); Mike Morrissey (22); Joe Quintana (32)
- 27 Jim Bingaman (21); Daryl Woodworth (40)
- 28 Jose Castillo (23); Juan Rodriguez-Moran (20); Roberto Perez (23)
- 30 Miguel Bacio (31)

# HR Updates

## JOB OPENINGS

**Vail: Marble Fabricator/ Installer:** 3 years experience, math skills, and layout, grinding, polishing and templating experience. Good knowledge of industry standards, materials and safety regulations.

**Plasterer:** 5+ years of experience. Drywall finisher: 5+ years of experience finishing drywall Must have own tools and transportation

**Accounts Receivable Clerk:** Must have 1-2 years of experience, AR, construction contracts and job cost, attention to detail, excellent communication and computer skills.

**Stone Mason:** Experienced stone masons to work in Aspen and Vail & Sun Valley. Employee Referral Program update

HR is very pleased with the employees who got their 1<sup>st</sup> cash award for referring good people, and can't wait to announce the winner of the first quarterly drawing (that will take place later this month). Please keep the referrals coming! We'd like to remind you how the program works:

Refer candidates who meet the qualifications to HR using the Candidate Referral Form (You can find the forms in the HR office). If your candidate is hired you will be awarded with \$50 immediately upon hiring and \$200 more when he completes the first six months of employment!

**Quarterly Drawing**  
At the end of each quarter we will hold a drawing for valuable prizes. For every referral you make, your name will be entered in the drawing. For each hired candidate you refer, you will have 5 entries with your name!  
(Prizes will include: Dinner for two at local restaurants, movie tickets, gift certificates from City market, and Wal-Mart )

**Program Rules:**

1. Referral Eligibility: All Gallegos Corporation employees, except Division President, Human Resources personnel, and managers with hiring authority over the referred candidates are eligible to refer candidates.
2. The referral date cannot be earlier than the date the job opening is posted in The Gazette and the TGC website. There's one exception to this: the Laborer position is consider open at any time.
3. The hiring of a referred employee must occur within 180 days (six months) of the initial referral date.
4. The referral must represent the candidate's first contact with The Gallegos Corporation. H2B, temporary, summer, contract and former employees of The Gallegos Corporation are not eligible candidates for referral awards.
5. To be eligible for an award, the referrals must first be submitted to HR and must include a Candidate Referral Form and a resume or TGC employment application.
6. The referring employee must agree to have his/her first name used for introduction.
7. The first employee to refer a candidate will be the only referring employee eligible for payment.
8. All information regarding the hiring decision will remain strictly confidential. The referring employee must still be employed by TGC by the time he became eligible for the prizes. Any disputes or interpretations of the program will be handled by HR.

# Anniversaries!

## One Year

Hugo Martin Dominguez (20); Sergio Ramirez Serna (21); Rigoberto Castaneda Vega (23); Francisco Torres (23); Ponpeyo Vazquez Amador (23); Enrique Gomez-Jimenez (24); Victor Riquetty Escarcega (31); Jesus Martinez (32); John Anthony Limon (50); Robin Smith (50); James Martinez (50); Tereso Saucedo Ortiz (20); Jesus Parra Rivera (20); Daniel Villegas (20); Manuel Diaz (21); Charles Carmen Gregorio (23); John Robert Day (31); Robert Charles Martinez (31); Fredi Jacobo Verdugo (50); Jeremiah Paris (50); Jarod Raymond Fox (50); Paulino Angel Lopez Chavez (50); Sergio Gallardo (50); Aaron James Hernandez (50); Christopher Sullivan (50); Robert Sullivan (50); Salvador Luevano (50); Corey Dedmon (90)

## Two Years

Jose Macias Armenta (20); Ignacio Ledezma Sandoval (21); Matthew Steiner (22); Adrian Reyes Betancourt (21); Melanie Maxson (22)

## Three Years

Juan Miguel Rodriguez-Moran (20); Estanislao Ramirez (20); Jon Lest (22); Sam Evancho (31)

## Four Years

Gabriel Fairth (22); Benito Hurtado Chavez (23); Jeffery White (23); Anthony Martinez (50); Heather Hower (10); Armando Huerta Ramierez (20); Joaquin Martinez (21); Zenon Contreras (32); John Raps (32)

## Five Years

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

## Six Years

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

## Seven Years

Caroline Gallegos (10); Hillary Gallegos (10); Fidel Macias Dominguez (20); Ignacio Herrera (32); Benjamin Garcia Pereida (50)

## Eight Years

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

## Nine Years

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

## Ten Years

Jose Monje Rodriguez (20); Mario Delara (20); John Nelson (95)

## 11 Years

Ignacio Gallegos (20); Ben Gallegos (22)

## 12 Years

Kenny Fairchild (31); Luis Cruz Gomez (21)

## 13 Years

John O'Meara (23)

## 14 Years

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

## 15 Years

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

## 17 Years

Sam Johnson (21)

## 18 Years

Patrick Klusmire (21)

## 21 Years

Mike Cleveland (50)

## 22 Years

John Trujillo (20)

## 26 Years (!!!)

Robert M. Gallegos, Jr. (10)

# The Gallegos Gazette



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## The Annual Retreat in Review

By Glen Gallegos

The 2008 Gallegos Corporate Retreat was held at the Riverwalk Hotel on February 7<sup>th</sup> and 8<sup>th</sup>. This was attended by Division Presidents, Operations Vice Presidents, Project Managers, Division Heads and the owners. In total 65 people attended this two-day event. The purpose of this retreat is to re-cap the past year and to re-set goals and expectations for the present year.

We had a lot to celebrate from 2007 as it was our busiest year *ever* and we were able to successfully complete some complex multi-divisional large projects including Arrabelle, Snowmass Village at Aspen, Northstar in Lake Tahoe, The Warren Miller Lodge in Montana and various projects for the Sun Valley, Idaho ski area company. Gerald and Bob Gallegos got us off to a great start by thanking everyone for their effort and commitment in making 2007 the best year ever for the company.

Another purpose of this retreat is to socialize together and have a little fun. Boy, do our guys have fun together—too much fun to mention on Thursday night.

After re-capping a successful 2007, we buckled right down to work in gearing up for this years challenges. The largest challenge we will be facing in 2008 is manpower as we will not be able to utilize our “amigo” work force as we have for the last eight years. The President, Congress and the Senate have not been able to agree on a comprehensive immigration policy and they also were not able to agree on extending the H2B “save small business” proposal. Thus until this happens we cannot utilize our legal work force of men

who have been legally with us for the past 8 years. Much of our retreat was discussing the hiring of a new workforce and how important it is to train properly and to retain this work force. Even though we have had a huge curve ball thrown at us we are moving forward with hiring and training and ensuring that we are able to keep our schedules with clients, general contractors and that our quality of work does not suffer. To date we are excited about how we have been able to fill our work force with legal, quality people from the area but also from out of the area. This, however, will be an on-going challenge. Each division has been charged with the task of recruiting and finding ways to retain their quality people. Lisa Ponder, human resource director, did a presentation on how well divisions have retained people in the past but also was helpful in giving tips on how best to meet an employees needs in order to keep valued employees.

Progress on our four goals of the strategic plan was a major part of the two days. Each team presented on the achievements and progress that was made from our last year's retreat. It is amazing to see how much progress has been made and how this strategic plan continues to guide our progress as a company. As you recall, our four goals are:

- Marketing: Positioning The Gallegos Corporation as our client's first choice for their projects...

- Have The Best People...

- Providing Exceptional Customer Service: Emphasis on external and internal clients ...

- Mastering Operational Effectiveness: Modernize and stan-

dardize all project execution processes.

On Friday afternoon, we had a guest speaker, Dena Wyatt from Marketing Evolutions who helped us tie our strategic goals together. Her emphasis was on providing exceptional customer service in working with our clients and customers. The ability to problem solve, to have good relationships, to do quality work and follow through with what we say we'll do is a powerful tool in serving our clients needs and enabling Gallegos to be the client's first choice on their projects. Each person at the retreat has the responsibility of working with their main people, the people they work most with on projects to discuss the strategic plan and the four goals in detail. Hopefully this will be done in small groups of 10-12 people and will happen through informal discussions with our workers. There are many details they need to know about from training opportunities, to customer service and customer relations to what we are promising to clients as we are competing for jobs. We want all employees at all levels to know about the strategic goals and their involvement personally and for their gain. To have all Gallegos people working together on common goals will add to our success.

Finally, it is an affirmation of how many great people make up this great company. To see the talent, dedication and commitment to each other's success and to the success of The Gallegos Corporation ensures great success in the future.



## 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.

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