

Candy by Mike Haller

There is an analogy in the safety business that I would like to share with you. Some of you may have heard me tell this at various meetings. Due to the fact that 96 percent of all construction injuries are behavior related, this analogy bears repeating.

Out of every 330 unsafe acts, 300 of them result in no accidents or injuries; They simply reinforce the mindset that it's OK to take risks. However, 29 of those unsafe acts result in some type of injury—stitches, broken bones, but eventually the worker is back to normal. One of these 330 unsafe acts will result in a serious disabling injury or even a fatality.

Now, those are statistics that you hear safety professionals repeat on a daily basis. Usually, they go in one ear and out the other. Let's take the same figures and relate them differently.

Think of a child in your life that you care for a lot.



Maybe your own son or daughter, grandchild, niece or nephew. I just gave the child a bag of candy that contains 330 pieces. Three hundred of those pieces of candy are delicious, the best the child has ever tasted, twenty-nine of the pieces of the pieces will make the child sick, nothing serious, perhaps a little vomiting or nausea, but he or she will be OK. One piece, in that bag of 330 pieces is poison; it will certainly cause serious lifetime illness or even death. How many pieces of the candy are you going to let that child eat?

Of course you wouldn't let them eat any. Every time a chance or risk is taken at work, you have just eaten one of these pieces of candy ... sooner or later you're going to get that one. Is it worth it? Risk taking on a job site is a dangerous habit and causes most injuries. Even though most of us have a sweet tooth, that is candy that we don't want.

So please be safe on the job.

Employees of the Months by Heather Hower



J.C. Slocum has been a Project Manager in the Denver Masonry Division since August of 2002. J.C. has managed some very high profile projects in Denver such as the Cherry Hills Country Club, Sie Residence, Stapleton Bridge and the Wolf Residence,

home of Marvin and Judy Wolf. He also finds the time to estimate and bid on many Projects for the Denver division, in spite of his busy schedule managing several projects, making him a very valuable member of the Denver Division. J.C. has also developed strong business relationships with many of our clients which have resulted in bringing many important projects our way. We are proud and fortunate to have J.C. as a member of the Gallegos Team and congratulate him on his accomplishments.

April's employee of the month is the Concrete Division's Alberto Flores. Alberto has been with The Gallegos Corporation for two and a half years, where he has become an integral member of the wall crew, where he is a form setter. "Alberto is Anthony Martinez's (the wall site superintendent) right hand man," says Mike Cleveland, Division 50 president. "He's a hard worker and nice kid who always helps out where needed."

The payroll folks enjoy interacting with Alberto as well. Rosalie Marquez says he is always friendly and has a positive attitude no matter what challenges are presented to him.

Thanks for your hard work and great attitude, Alberto!

Welcome Back Amigos! By Lisa Ponder

March brings warmer weather (we hope!) and our returning Amigos. Amigos are returning, and there will be some new faces heading north to work for TGC as well. We welcomed our first group of 10 laborers in California and 10 in Idaho on March 1st.

Colorado should see its first group of Amigos arrive around March 9th and another group will follow at the end of the month. In all, we have approximately 100 Amigos returning from previous years. Thanks to strong recruiting from Andy Romero, we are happy to say we have an additional 50 to 60 new Amigos ready for work in 2006. Thanks to legislative action, getting H-2B employees this year was not as difficult in the past, which is a relief for many companies nationwide.

Please make your Amigos feel welcome and help them adjust to their new surroundings. The Amigos are a big and important part of Gallegos and we are excited to have them back with us for another year.



Employee Survey Pays Out

By Lisa Ponder

Out of the 176 Reward and Recognition employee surveys we got back in HR, we drew Eudaldo Rodriguez's survey and awarded him \$100 in cash! Thanks to all of you who took the time to fill out the survey and get it back to your supervisor or HR and congratulations Eudaldo! We hope to get more participation from our **field employees** as we continue to ask our employees for their opinions, insights and suggestions.



We listened to what you had to say and we are working on incorporating your responses into how we reward significant contributions and achievements here at The Gallegos Corporation. Here is a quick summary of the results. Thank again for all your help!

Top Five Responses for what you want as Rewards and Recognition:

- Time off with pay
- Cash
- Having input into decisions that effect your work
- Gallegos wear
- Training and Educational opportunities

Increasing Productivity by Glen Gallegos

Although Strategic Planning itself wrapped a year ago, the process is far from over—as a matter of fact new seminars and initiatives are being implemented to move the plan forward. In early February 57 of The Gallegos Corporation's leaders participated in FMI's productivity seminar and left there excited and committed to the process of finding ways of becoming more efficient and effective in the things we already do. Company morale has never been at a higher level.

It was a great couple of days with the key people who are committed to making Gallegos an even greater company. Because of the importance of "productivity and the impact it has daily on all divisions, it is important to see that this was not a quick two-day feel-good" seminar and now it's business as usual. The format for moving forward will follow these 4 proven steps used by financial people when they are helping people invest and save money. These steps will help us in becoming more effective and efficient.

- Get started now. (We have)
- Invest (Train, explain, make changes, have a plan)
- Time (set goals, measure them and stay with them, involve people)
- Consistency- (Rome was not built in a day!) In order for productivity strategies and goals to work we need to stay with them. They'll become part of the daily routine.

Here are some changes that have taken place since the seminar:

1. Dani and her staff are at the point where temp labor can be entered on the same time line with payroll. The result will be up to date information on projects. (Way to go Dani, Marvin, Randy!)
2. We have standardized a daily job form based on Mike Gundrum's presentation. The intent is to do daily field reports. Once your old ones are used up these will become the company forms without exception.
3. We have reinstated practices with the mechanic shops that hinge on weekly and biweekly inspections for all vehicles and equipment. In addition, we have clarified procedures that will enable our mechanics to utilize their time more fully and practice "preventative maintenance." We also expect your people to be on job sites, not at the mechanics shop, stone yard or Home Depot. Pre-planning is key.
4. Randy and his staff have reconfigured and hired people so that support services in accounting are efficient and ser-

Chris Woods: Skimeister Extraordinaire!

By Heather Hower



Chris Woods, son of Mike Woods, Div. 10, did not let a broken thumb and torn ligament keep him from skiing in Nordic and Alpine events this winter and ultimately capturing the Skimeister title.

High school students from across the state battle for the Skimeister title. The one high school student across the

state who garners the most points in Nordic and Alpine skiing events throughout the winter is awarded Skimeister. To grab the title, Chris finished first in the Slalom race and second in the Nordic race earlier in February, which put him at 156 points, 18 points ahead of the next nearest leader. To add to the glory, this is only Chris' second season Nordic skiing.

Congratulations on your Skimeister title, Chris!



Happy Birthday!

- March**
- 1 Vitale, Benedetto (40)
2 Hughes, Justin (32)
3 Ortega, Gonzalo (31)
4 Cervantes, Joe (32)
5 Jimenez, Miguel (40)
6 Ingles, Jason (32)
7 Gallegos, Caroline (10)
8 Lisardo, Juan DeParra (20); Pinela, Jose (22)
9 Chairez, Jose Angel (40)
10 Orosco, Jesus (24); Wood, Daniel (20)
16 Gallegos, Phillip (40)
17 Gordon, Marcette (20)
20 Diaz, Manuel (21)
21 Schiesser, Dale (21)
22 Castillo, Pablo (20)
23 Pereida, Gabriel (50); Rodriguez, Leonel (32)
24 Delara, Mario (20); Nevarez, Enrique Correa (24)
25 Cruz, Armando (32)
26 Lest, Jon (22)
28 Bozzuto, Jason (23); Larese, Kristian (23); Soelter, Geoffrey (10); Vega, Victor Manuel (32)
29 Lovato Jr, Amado (40); Martinez, Anthony (50)
29 Saucedo, Jose (40)
30 Hill, Michael (50)
31 Allison, Cole (40); Logan, Anthony Lamar (22); Pereida, Sandro (50); Rendon, Jonathon (31)
- April**
- 3 Velasco, Jose De Jesus (21)
4 Franco, Carmel (10)
6 DeLoera, Salvador (20); Dermody, William (32)
7 Blaylock, Nathan (20)
8 Baca, Gary (32); Garcia, Alberto Mirales (31)
9 Almaras, Aurelio (20); Arellano, Juan (31); Hobbs, Dustin (32)
11 McLean, Leverne (32); Slocum, John (22)
12 Cano Campos, Martin (40)
13 Kleber, Joseph (50)
14 Clifford, Gary (22); Lazansky, Thomas (32); Mireles, Israel (21); White, Tim (40)
17 Hobbs, Randy (32)
21 Vazquez, Alejandro (23); White, Jeffery (23)
23 Garcia, Juan Pasillas (23); Meraz, Leonel (31)
26 Esparza, Alfredo Lopez (20); Morrissey, Michael (22)
27 Bingaman, James (21); Moore, Ronald (31)
27 Woodworth, Daryl (40)
28 Castillo, Jose (23); Moran, Juan Miguel Rodriguez (20); Ruiz, Jose (23); Scheer, Enoch (22)
30 Bacio, Miguel (31); Cereceres, Linda (10)



HR Updates

Job Openings
Colorado, California, Montana, and Idaho: Masons, Interior Plasterers, Scaffold Builders, Latherers, Concrete Finishers & Form setters, Driver/Yard Helper

Please welcome the following to The Gallegos Corporation's team:
* **Lori Gordon** - AP Supervisor - comes to us from San Diego, with an extensive accounting background. She was employed by Vail Resorts and recently received her specialty of Accounting
* **Nikki Leigh** - Accounting Assistant - commutes from Silt everyday, and worked in Aspen for 15 yrs and was looking for a change. Nikki comes to us with a great deal of experience.
* **Carmel Franco** - AP Clerk - hails from Texas but has been in Colorado for over 6 years. She is bilingual and has a great deal of accounting background.
* **Lourdes Becerra** - Receptionist - is bilingual and comes to us from a doctor's office where she worked for 5 years. She has a newborn 3 month old.
* **Andrew Schmidt** - Estimating - comes to us from Colorado School of Mines where he graduated in December 2005.
* **Gregory Westendorf** - CA Project Manager - has over 30 years exp. in Masonry,
* **Scott Christensen** - Denver Plaster Sr. Project Manager - is from the Ft. Collins area, he came to us from a drywall/ plasterer subcontractor with an extensive amount of knowledge and skill.

BABIES



* Rosa McGuire (Div. 21) gave birth to Marco Alejandro McGuire on Friday, January 20 at 8:30 p.m. He weighed in at about 8 lbs.

Anniversaries con't

13 years
Joe Kleber (50), Floyd Andreatta (21), Mike Morrissey (22)

15 years
Sam Johnson (21)

16 years
Patrick Klusmire (21)

19 years
Mike Cleveland (50)

20 years
John Trujillo (20)

24 years
Robert M. Gallegos, Jr. (10)

Anniversaries!

1 year
Juan Moran (20), Jorge Cerrato (20), Jesus Rivera (20), Justin Hughes (32), Jesus Orosco (24), Leverne McLean (32), Benito Ortiz (23), Ben Kohl (32), Ryan Lujan (21), Estanislao Ramierz (20), Joseph Coca (31), Jon Lest (22), Sam Evancho (31), Pablo Lopez (23), Guillermo Rea (23)

2 years
Gabriel Fairth (22), Anthony Martinez (50), Benito Chavez (23), Ricky Williams (22), Joaquin Martinez (21), Heather Hower (10), Armando Ramierez (24), Charles Wilson (31), Zenon Contreras (32), Joe Kehrer (32), John Raps (32), Manuel Diaz (21), Jose de Jesus Velasco (21)

3 years
Manuel Serna (20), Rafael Diaz (21), Alvar Gonzalez (21), Janine Fackler (10), Pedro Flores (32), Erasmo Morales (21)

4 years
Willy Harrison (21), Mimi Trombatore (21), Hector Herrera (32), Mario Becerra (20)

5 years
Fidel Dominguez (20), Ignacio Herrera (32), Alejandro Andasola (50), Rocio Landeros (10), Thomas Lazansky (32), Ben Pereida (50)

6 years
Ventura Fuentes (21), Ramon Villalobos (21), Ismael Guzman (20), Miguel Ramirez (20), Sergio Pasillas (23)

7 years
Leonel Meraz (31), Blaine Peters (31), Ariel Rodriguez (40), Salvador Velasco (90)

8 years
Jose Rodriguez (20), John Nelson (90), Mario Delara (20)

9 years
Lucas Fisher (32), Ignacio Gallegos (20), Ben Gallegos (22)

10 years
Kenneth Fairchild (22), Luis Gomez (21)

11 years
John O'Meara (23)

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New Divisions, New Opportunities & New Developments

by Heather Hower

The Gallegos Corporation may be the company built on a stone foundation, but it by no means stopped at providing only masonry work to its markets. TGC was founded in 1970 by Gerald Gallegos, who remains intricately involved with day-to-day operations. Over the course of the decades, TGC has expanded and is renowned not only for its top-notch masonry work but also for its skill in concrete, stucco/plaster, marble/granite and art rock.

With the quantity of building taking place in the Vail Valley, TGC soon became experts in other facets of construction. In 1987 Mike Cleveland joined forces with The Gallegos Corporation and headed up the new concrete division.

Although Beaver Creek's development began in 1979, it started taking off in the early 90s, and TGC was poised to do much of the flatwork—and did. Projects that the newly formed concrete division included St. James Place, McCoy park, One Beaver Creek Place, the Chateaus, Terrace, Pines Lodge. "Basically we did everything but three of the buildings in Beaver Creek. There wasn't very many that we didn't do," Mike says.

In the past few years the pace has not slowed, Division 50 has completed some of its largest projects since 2001, including the Aspen Highlands and currently Arrabelle in Vail. But the marketplace has changed on some levels, Mike says. "There's more competition, there is less experienced help, schedules seem to be compressed, things are more hectic than they used to be, it was a little more relaxed in days gone by, not much but a little."

Key employees in Division 50 are Joe Kleber who has been here for 15 years. About three years ago Concrete moved into doing walls, and two of the key players are Anthony Martinez and Alberto Flores.

The same year that the Con-

crete division took off, the need arose for a Plaster/Stucco division. In 1987, Gary Woodworth came on board to head up Plaster/Stucco, which would fill a void in the area—there were no plaster/stucco companies in the area able to deal with the building boom. Some of this division's large jobs included the Westin Hotel addition (now the Cascade), One Beaver Creek Place, several phases of the Sonnenalp, as well as plaster work in homes in Wisconsin, Texas, Minnesota, Maryland and California. The quality workmanship on these jobs came about thanks to long-term employees including Jamie Woodworth, Randy Hobbs, Erik Hobbs and Pat Dwyer.

On the heels of the success of Plaster/Stucco, the Marble/Granite division came into existence under Jake Jacobson (Vail Masonry) at the helm with the experience of Randy Reid and Dan Doyle leading the charge, Dave Little taking care of business development. Over the course of a few years, Gary took over the M & G division. One of the reasons the company expanded into another market came about because of supplier problems. Instead of having to rely on suppliers who delivered on the whims of their schedules, TGC opened the fabrication shop and was able to meet increasingly tight deadlines.

The next step for M & G came when office relocated to Wolcott. The increased space allowed the company to stock and supply marble and granite as well as fabricate. Some of the largest projects Marble and Granite have been involved in are the Park Hyatt at Beaver Creek in the late 80s, followed by the Sonnenalp expansion.

"It has been a great experience for me and I have learned tremendously from Gerald and all of the people involved over the last 19 years," Gary says. "The resources and people available within our company have allowed us to expand into

markets and conquer some of the most challenging, intricate and rewarding projects that exist in our market."

As more divisions were added, the company's mission to finish each job completely with the highest quality and with safety "the first time" and to provide construction and construction management services of the highest professional standard never wavered. It was important to Gerald that the values that helped form the company were still employed—namely treating employees with respect, taking care of them and encouraging them to take classes to be able to move up within the company.

Obviously this has paid off with a significant number of employees who have been with The Gallegos Corporation for more than 10 years, and a handful with close to or more than 20 years under their belts.

"I am thrilled to see the longevity of some of my employees," says Gerald. "Living in such a transient community, you normally see employees come and go. But I wanted to foster an environment that would encourage employees to stay on and achieve all they can with TGC."

This longevity is paying off again, with The Gallegos Corporation starting work on Vail's 'New Dawn', with several of the larger projects involve all divisions. "Projects of this magnitude require highly skilled and dedicated employees," says Gerald. "We are fortunate to have teams of workers who bring their best with them every day."

It is not only Vail that The Gallegos Corporation has dedicated itself to quality craftsmanship, the next issue will focus on the expansion to the Roaring Fork Valley, Denver, Lake Tahoe, California, Telluride & Big Sky, Montana.



The Gallegos Corporation's Mis-

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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