

Employee Spotlight: Coaching Kids



Andrew Schmid, Division 10 Estimator, stepped away from the blueprints this winter and coached the varsity girl's Battle Mountain High School basketball team. Thanks to The Gallegos Corporation's commitment to community involvement, Andrew had flexibility in his schedule to get to games and practices.

"It was a handful between work and coaching," Andrew says. "But with The Gallegos Corporation always wanting to be involved in community, they did not have a problem with a flexible schedule."

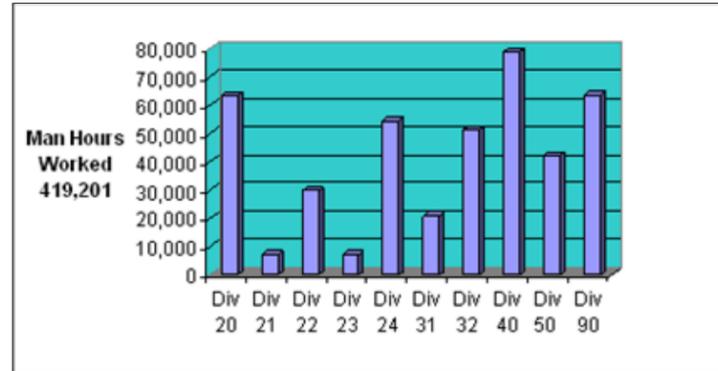
It was lucky for the BMHS Huskies that Andrew decided to get involved. The team improved over last year's record, beating cross town rivals Eagle Valley High School twice and Steamboat Springs one time.

"I am looking forward to next year, the program was on the downslide when I came in and now I am trying to improve it, and spark a little more interest in the team," Andrew says. We at The Gallegos Corporation are extremely proud of Andrew's skills and involvement in the community. There is no doubt in our mind that he will turn this program around.

SAFETY UPDATE by Mike Haller

There are ten divisions that work within The Gallegos Corporation. Eight out of the ten have worked over 100 days without an OSHA recordable injury. Of the eight divisions, three are at more than 200 days: Div 40 at 452 days and Div 90 at 929 days.

The graph shows the number of man-hours per division without an OSHA recordable injury. We had a very safe 2006, let's make 07 even better. See you in the field.



Employees of the Months

May's employee of the month is Mike Haller, Safety Director. Hopefully you have not had to have contact with him because of injury, but if you have had to you know he will help you get better and back to work. Mike goes above and beyond his role as Safety Director. Not only does he work with staff to prevent injuries, he helps to get those injured back to work and has created several programs to reduce injuries. In the last several years, The Gallegos Corporation has been honored for high-safety rates and low-incident rates. Mike also works with the Eagle Valley Home Builders' Association once per month giving presentations ranging from scaffold safety to the proper use of heavy machinery.

Mike has developed a good relationship with many of the Amigos, helping them settle into life in the United States. You can also find Mike working at Vail's Fourth of July parade, Cinco de Mayo festivities, helping with the annual I-70 Highway Clean Up and a variety of other community related tasks.

Thanks for all of your help, Mike, and for your "can-do" attitude.



A few months ago several masons from the Denver division came to Vail to assist with the Arrabelle project at the base of Lionshead in Vail. "I am very thankful to have these guys working for us at Arrabelle," says Jake Jacobson, Division 20 President. This group of six men—Phil Bux, Carlos Calderon, Rusty Ferguson, Jonathon Bux, Kevin Kahtava and Sean Clifford—are June's employees of the months. They embody the teamwork spirit that makes The Gallegos Corporation stand out, and are professional and hard working.

"I would love to keep this crew," says Steve Kalabany, Division 20 Project Manager. "They have really helped us out and work well together. They are all great guys with a good work attitude." This is also another example of our different divisions working together to get the job done.

When the Denver Masonry division's workload slowed down late last fall, Mike Morrissey suggested some of his masonry crew to come up to Vail to help out primarily with Arrabelle, a behemoth of a project that includes four buildings consisting of condos, hotel rooms, restaurants, a spa, retail space and an ice rink.

We appreciate your teamwork and dedication.

Wolcott Office Face Lift

Over the last few months big changes have taken place on the second floor of the Wolcott office. With the astronomical demand for our specialty crafts, therefore the need to find the best people in the industry, the Wolcott office had been feeling very cramped. To create more space, masons have moved to the estimators' old space, walls have been knocked down, new ones put up, and the old carpet has been torn out and replaced with Camino del Inca tile. Additionally, the coffee room/kitchen has been expanded, freshly tiled and painted; and two bathrooms have been added.

"With our staff increasing in numbers every month, it was time to make more space and to update our look," says Gerald Gallegos, CEO and founder. "The tile really showcases our talent and makes the building reflect our trades. We are hiring more people to meet the needs of our clients and needed to revamp the flow of workspace."

Daryl Woodworth, Division 40, spearheaded the project, scheduling the major demolition and installation to take place at night and on weekends to create the fewest disruptions. The entire process has taken about 10 weeks and the overall size of the upstairs area has increased by 950 square feet to better accommodate our specialists in every division.

"I am really pleased with how the project came out," says Daryl. "I would like to recognize all the Division 40 personnel who helped, especially Ben Vitale and Ariel Rodriguez who worked so many weekends in order to minimize the impact of construction on the office. Additionally, Mike Miller of Division 31 was instrumental in completing the work."

The entire office now reflects the skills of the craftsmen that work within.

Gallegos Goes Green with Hybrids



With greenhouse gas emissions, our warming climate and dwindling ozone featured prominently in the news daily, it was not a hard decision for The Gallegos Corporation to purchase two new Ford Escape Hybrids for its Denver office. Not only is the gas mileage far superior than to regular SUVs, but it tells our clients that we are professional, fiscally responsible, and environmentally conscience.

"I decided to get a hybrid because I needed a vehicle that could haul 4 people at once, that looked professional and clean for taking clients on tours and such, and I wanted something that was cost effective to run up and down the Front Range," says Scott Christensen, Division 32. Instead of getting a gas-guzzling Yukon, Scott and Mike Morrissey, Division 22, did some research and found the Escape Hybrid was smaller, less expensive, and gets 31 miles to the gallon. "As I will put up to 40,000 miles per year on the vehicle, the cost savings in gas alone is significant," Scott adds. "I believe that using a hybrid also reaches out to the environmentalist side of our client base and shows that we are doing what we can to minimize our impact."

Scott says he has received very positive reaction from clients he has taken on tours in the new hybrid. They are amazed at how quiet and smooth it is; that it has power and can move through traffic without a problem, and shocked that he averages 31 miles per gallon.

Gallegos University in Full Swing for 2007

Keeping our employees learning and growing in their chosen field is a priority at Gallegos. This year we are offering employees in every location, division, and position opportunities for training and continuing education.

Language Classes – In May the pilot language program in Wolcott will complete its first semester of both a beginning English and Spanish Class. The classes have been very successful and will continue in Wolcott. Many of our skilled Foreman in the Vail Masonry Division have been attending the English class. Their English skills will help them as they continue to move up in the company. Hopefully many will want to fill Site Supervisors positions where communicating with the General Contractor in English is often required. We also have three Project Managers from the Vail Masonry Division learning Spanish. Their Spanish skills will help them as they continue to move up in the company and develop better relationships with their crews. Working together we are becoming a stronger company as we learn to respect our different backgrounds and cultures. Those employees who are taking the time and effort to learn another language will be an important part of our continued success. We will now begin to find instructors for our other locations that need these classes.

Supervisor Training - In May we will also complete Advance Supervisor Training for all of our Division Presidents, Project Managers, Site Superintendents, and Department Managers. This training emphasized the need for managers and leaders to build solid relationships with the employees they work with. The training provided some new tools for our managers to use as we strive to make Gallegos "the best place to work" in all of our various locations.

FranklinCovey – 7 Habits for Managers Training

In June, the Gallegos University will welcome consultants

Community Involvement: El Pomar

In March Gerald Gallegos was inducted to the board of the El Pomar Foundation, an organization established in 1937. El Pomar contributes \$25 million annually through grants and community stewardship programs to support Colorado nonprofit organizations involved in health, human services, education, arts and humanities and civic and community initiatives.

There are ten regions served by El Pomar, with Gerald being involved in the North Central Council which serves Eagle, Lake, Pitkin and Summit Counties. The North Central Council will recommend up to \$100,000 in funding for nonprofits in 2007—this will make a huge impact on nonprofits!

Gerald is no stranger to community service, working on boards or even founding nonprofits over the years. "I am pleased to be able to give back to the communities not only where I was raised, but where my company is located," said Gerald. "I try to encourage the employees of The Gallegos Corporation to participate on every level with community organizations."

As Gerald knows, being part of the community takes time, but it is worth every minute. If there is an organization you want to be involved in, go for it!

from the world renowned FranklinCovey consulting company to the Vail area. Here they will conduct a two-day intensive management training for about thirty-five members of our management team. The training will be based on the time tested personal management techniques found in Steven Covey's *7 Habits of Highly Effective People*. We will be flying managers in from our remote offices for this training and many will be driving in from our other Colorado locations. We look forward to a great two days!

Executive Training

Jake Jacobson, Gary Woodworth and Lisa Ponder will be attending FMI's Leadership Institute this spring. This executive training is a tightly structured, intense, four-day program in which leaders can examine their unique leadership style and how this style impacts their success. Through interactive learning experiences, and one-on-one feedback, participants learn how to leverage their personal leadership abilities for maximum effectiveness. Participants leave with personal plans for action and follow through that will help ensure the transfer of knowledge back on the job and long-term application of their learning experiences

Individual Classes

As always we have several individual employees who have found courses they want to take to further their business or trade skills. Gallegos approves these classes, and if a "B" average and 80% attendance are maintained the company will reimburse the employee for the cost of the class. This gives educational opportunities to those in our satellite offices and those in more specialized positions where a full class will not be offered by the company.

Happy Birthday!

May
 2 Eudaldo Rodriquez (20)
 3 Victor Aleman (32); Daniel Chavez (20)
 4 Hiber Pizano Nino (32)
 5 Adrian Betancourt (21); Olivia Munoz (40)
 6 Jonathan Bux (22); Mike Cleveland (50)
 8 Keith Simmons (23)
 9 Brenen Aceves (50); John Raps (32)
 10 Luis Duran (22)
 11 Rafael Diaz (21)
 12 Seth Cole (21)
 14 Robert Berens (20), Richard Maxson (22); Myron Quintana (32)
 15 Dave Martinez-Munoz (23)
 17 Sergio Vallejo (32)
 18 Rosabell Cordova
 19 Juan Ramirez (24)
 21 Aaron Hernandez (50)
 23 Kevin Kozera (31); Rocio Landeros (10)
 29 Dave Little (10)
 31 Anthony Peters (20); Jose Rodriguez (20); Fracisco Saenz (90)

June
 2 James Poppell (10)
 3 Hector Herrera (32); Leopoldo Lujan (50); Ariel Rodriguez (40); Manuel Serna (20)
 4 John Benardis (20)
 5 Rick D'Errico (90)
 6 Scott Strange (20)
 7 Carmen Alvarez (22); Barry Smit (32)
 8 Bill Ponder (10)
 10 Dan Doyle (40)
 11 Fernando Antillon (20); p Bernabe Colin (32); Kevin Hughey (32); Bryan Kahtava (22); Jose Lopez (90)
 12 Ben Garcia (31)
 17 Esteban Martinez (23)
 18 Taylor Serson (21)
 20 Juan Macias (24); Robert Massey (32); Baudelio Rivera (20)
 22 Paulino Chavez (50); Ignacio Sandoval (21); Mario Pena (50); Dustin Posegate (40)
 24 Monty Dietrich (50)
 25 Phillip Bux (20); John Navarrete (22)
 26 Aaron Rodriguez (40)
 27 Jose Gonzalez (20); Jordan Vasbinder (40)
 28 Carlos Moreno (20); Kenneth Rensel (32)
 30 Michael Hawley (40)



HR Updates

Job Openings

Accounts Payable Clerk - Wolcott
 Recruiter - Wolcott
 Masons - Colorado
 Plasterers - Colorado
 Concrete Finishers & Formsetters - Colorado
 Concrete Superintendent - Colorado

Please welcome the following to The Gallegos Corporation's team:
Mike Gifford, Div 31 Project Manager. Mike comes from Leadville where he worked in plaster and stucco much of his life. Division 31 is excited to have him aboard!

James Poppell, Div 10 AP Clerk - James comes to us from the beautiful state of Florida. His background in accounting will make him a big asset to the department. It is a pleasure adding him to the team.



BABIES

Geoff Soelter, (Div 31) and his wife, Melissa, had a baby boy Quinlyn Soelter on March 22.

Rodolfo Espino Garcilazo, (Div 21) and his wife welcomed their son, Eduardo Espino, into the world on April 4th.

Meet The Employee: Danielle Mondlak

After a day of work most of us want to go home, have some dinner and relax. Danielle Mondlak (Division 10, payroll) is wired a little differently. After work four out of five nights Danielle heads home where she takes classes at Axla College towards her two BA degrees—one in accounting and the other in business and administration.

"I am doing it because I have always worked with numbers, they come pretty natural to me, my dad is an electrical engineer," Danielle says. Right now an entire school year fits into nine week intensive classes. By the end of summer 2008, Danielle will have both of her Bachelors' degrees and will be focused on obtaining her CPA.

When not at work or school, Danielle is busy with her 7-year-old daughter, Hunter, who also seems to not sit still very much. Hunter plays the violin, is involved with dance and gymnastics and studying for school.

Danielle might look familiar to some of you as well. She worked at The Gallegos Corporation in 1999 and 2000. "I did the same thing but sat at a different desk," Danielle says. "It is so different now (than in 1999) because there are so many more people working here and so many more divisions.

We are thrilled to have someone with Danielle's ambition and tenacity as part of our team.

Anniversaries!

1 year
 Jorge Urbina (24); Sergio Arellano (31); Ramon Estrada (31); Bruce Steele (31); Robert Martinez (50); Gary Clifford (20); Edgar Villaneuva (20); Jonathan Bux (22); Jose Lopez (90)

2 years
 Ben Garcia (31); Joe Cervantes (32); Fernando Antillon (20); Salvador DeLoera (20); Miguel Bacio (31)

3 years
 Miguel Perez (21); Gerardo Osorio (21); Cesar Saldivar (22); Kevin Kozera (31); Juvenal Sandoval (90)

4 years
 Rosalie Marquez (10); Phillip Bux (20); Chris Romero (20); Chris Gallegos (10)

5 years
 Robert Berens (20)

6 years
 Miguel Jimenez (40)

7 years
 Dave Barton (10); Jose Hernandez, Jr. (20); David Obershaw (31)

8 years
 Shannon Gallegos (20); Victor Vega (32)

9 years
 Chris Bystrom (10); Andrew Schmidt (90); Manuel Hernandez (21)

10 years
 Frank Gutierrez (94)

11 years
 Glen Gallegos (10)

12 years
 Andres Arquelles (20); Manuel Ortiz (20)

13 years
 Dani Ettles (10); Carlos Castillo (22)

15 years
 Steve Kalabany (20); Rafael Macias (20); Henry Spaulding (21)

The Gallegos Gazette

The Newspaper about the Gallegos Community

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Strategic Plan Corporate Values Lived Daily

As you read this edition of the newsletter you will see that it focuses on three very distinct Corporate values:

1. Community service and giving back to the community, 2. Employee training and the focus we are placing on keeping and retaining our very best employees and 3. Gallegos venturing into new materials and agreements in order to better serve our customers. Although we have been in business for over 35 years, we are still a dynamic company that is aware of what it takes to continue to be the industry leader, and we're making appropriate and timely decisions to keep us there.

We are proud that our people are involved in the community starting with our CEO Gerald Gallegos and his involvement in specifically El Pomar, the Vail Valley Foundation and The Youth Foundation to name a few, to Andrew Schmid who coached a very spirited and improved Battle Mountain High School girls' basketball team to Wes Geist and Bill Ponder who will be coaching children from the lower valley in baseball and basketball and Kevin Hughey in Denver who manages a youth baseball team in Douglas County that was only a game or two away from the Little League world series last fall. In addition, you'll read about Gallegos' employees signing up for the (Vail) valley wide clean up and specifically the couple of

miles between Eagle and Wolcott that we are dedicated to keeping clean. We'll have 45 to 50 company volunteers for this clean-up. As a company one of our main focuses in our strategic plan is to give back to our communities and our employees with their many talents are involved. In addition, TGC is flexible in making this work for our employees.

We are also committed to finding and keeping the best employees. In the market place today it is difficult to find good people and everyone is looking for those people who are dedicated and who have those good habits of being on time, being at work each day and able to work with people. TGC has always had good employee wages, good benefits and great working conditions. In fact, we are known statewide as a great company to work for and this reputation has been established by word of mouth from employee to employee. Again while reading this edition of the newsletter you'll see many examples of where we are giving employees opportunities, whether it is in better learning a language, developing leadership skills, supervisory skills or giving people the skills to better prepare for a higher paying position in the company. It is clear that our belief is in people and through providing training and growth along with our salary packages, year round em-

ployment and benefits, our people will keep us as the industry leader.

Finally, to better meet our client's needs, you will read that we have made the decision to carry thin stones in our stoneyards. Thin stone is "real" stone and based on our experiences, since thin stone hit the market five years ago, it is something that certain customers want. We will have sample panels and a selection of thin stones available to clients and customers by May 15th in our Gypsum and Glenwood stoneyards. Over the years through experiences in all of the areas we work in: California, Montana, Idaho, Wyoming and Colorado, we know this is a quality product that we have experience installing and it is perfect for certain projects and installations. We are also excited about the opportunity to represent the Walker-Zanger company--one of the foremost distributors of stone, glass, metal, ceramic and porcelain tiles, plus stone slabs. Final details are being worked out now so that we can represent, sell and install the Walker-Zanger products in the mountain areas. Adding this to our other products will give us a distinct advantage in fulfilling the needs of clients.

President Ford's Gift

President Gerald Ford provided a true gift to Vail in his generosity with time and energy being involved in a variety of community projects. He knew the people he met here, and worked with, were special and integral to the fabric of our community. One of those people is Gerald Gallegos. Over the years that Gerald has worked in the Vail area he created cherished friendships, and one of those was with President Ford.

President Ford and Gerald developed a friendship and common respect for each other. Both sat on the board of the Vail Valley Foundation, bringing cultural, educational and athletic events in the Vail Valley, and both were influential in Beaver Creek and Vail's development.

That relationship is evident now in a new piece of

artwork hanging in The Gallegos Corporation's headquarters. *31 Days*, a book that describes the vital 31 days separating Richard Nixon's resignation and Gerald Ford's decision to pardon the disgraced leader, along with a letter from President Ford written to Gerald are displayed in the foyer. President Ford wanted Gerald to have this book as a token of their friendship and times they worked together.

This gift is special to Gerald, but too extraordinary to hide away. For the next several months it will be on display in the lobby, later to be moved to Gerald's home. "I had tremendous respect for President Ford," says Gerald. "I was honored when he gave me this gift, it is truly irreplaceable."



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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