

# Employee Grown Employee Owned

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KE&G's new vision statement:

**KE&G is a respected 100% employee owned company committed to delivering safe, high quality projects that exceed the expectations of our clients.**

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## ESOP Communication Committee

Chris Albright, Ross Parker,  
Jesse Grinsteiner, Elise Puhala,  
Chris Martinez, Ridge Wilson,  
George Norwood, Rick McMahon,  
David Saunders, Grey Major,  
Justin Wilson, Ed Anderson,  
Chris Weinell, Larry Saunders.



## Office Locations

### Sierra Vista

1601 Paseo San Luis #202  
Sierra Vista, Arizona 85635  
520.458.9594

### Tucson

5100 South Alvernon Way  
Tucson, Arizona 85706  
520.748.0188

## I-19/Pima Mine Road Project Update

by: Jim Olson, Project Manager/Estimator

The I-19/Pima Mine Road Project is a \$4.7 million bridge widening and resurfacing project South of Tucson, near the Town of Sahuarita that will take approximately 13 months to complete.

The project is for ADOT and involves multiple agencies, including the Tohono O'odham Nation, Union Pacific Railroad, Tucson Electric Power, the Town of Sahuarita and the ASARCO Grupo Mexico.

During the last two weeks, we have started the bridge work and look forward to another successful project. The team: Jim Olson, Project Manager/Estimator; Dan Reese, Bridge Superintendent; Grey Major, Project Engineer; Marco Fragoso, Superintendent; Deb Andrews, Project Assistant.



## ADOPT-A-HWY Sierra Vista

by: Ross Parker, Project Supervisor



Greetings from Sierra Vista volunteers who participated in the ESOP adopt a highway in Sierra Vista, on the corner of Busby and 7th

Street. The morning sun was shining and the wind calm, a pleasant day to collect debris in our new orange colored roadside garbage bags. In efforts to help beautify our community, the father and daughter team Ben and Mikayla Carter began their quest to collect trash. Carrying sticks with nails embedded in them and extra bags in hind pockets, the remaining teammates George, Rudy, Tammy, Rick, John, Daniel, Justin and Ross split up in two teams and began an hour-long journey. The time went fast and the work completed. We wished Tammy a happy Mother's Day and went our separate ways. We hope to see new faces next time.

## Sierra Vista Toys for Tots

by: Larry Saunders, Project Manager

KE&G ESOP participated in a local toy drive last Christmas. We teamed up with Cochise County's Toys for Tots. Four gentlemen run the Sierra Vista Program and the youngest, who was 82, was very excited that we wanted to help. We started collecting toys two weekends before Christmas. During the first day the guys stopped by Walmart to see how the KE&G ESOP team was doing. They found the loader bucket over

half full in just a few hours. All they could say was 'wow, you guys and gals are great... this is outstanding. We never had a group do so much in so little time.' We had 50 to 60 KE&G employees taking a shift or two. To know that there were bright smiles on children's faces that may not have been there made all the difference. So, who will be volunteering this year?

# The Canoe Theory

by Chris Weinell, Controller

Today, employers and employees feel disconnected from one another. At KE&G, all employee owners share a common financial interest and should make sure this type of attitude and complacency doesn't take root.

By definition, a team must share a common mission and vision, established operating practices, and have excellent communication skills. For our KE&G team to succeed, all of us need to help "keep everyone on track" to achieve collective success. The collective success of KE&G will provide for a very secure individual retirement for everyone.

I attended a seminar a couple of months ago with several other members of the ESOP Communication Committee and David Hibbard's "The Canoe Theory: A Business Success Strategy for Leaders and Associates" book and principals were discussed. The book provides a great analogy on promoting teamwork. The "Canoe Theory" analogy is that businesses

and teamwork are much like a canoe and its crew. Everyone plays a role and must "paddle together" to achieve a common goal. It is a very simple and visual story:

- A company is like a canoe – we are all in this together.

- The canoe has a direction – the company better have a vision and strategy.

- Everyone has a seat and a paddle, and everyone is expected to paddle.

- Those who won't paddle have to get out of the canoe.

- Those who paddle well, but prevent others from paddling have to adjust or get out of the canoe.

Final Thoughts:

- The Canoe Theory is all about choice.

- When you choose to be in the canoe....be in the canoe 100%

- We may hit some rough waters along our journey....but together we will get past them and thrive!

# ESOP Suggestion Box

How can we improve KE&G as a company? – Comment:  
**ESOP Awareness – Why don't all of our trucks have decals and stripes if we truly want to promote the ESOP and the company? I also think our decals should say KE&G Construction an Employee Owned Company.**

**Answer:** Some of the company vehicles are driven by personnel that are asked to attend post work hours functions and events that do not require company badging. Also, at times, it helps if people don't know that we are looking at a project, so for those situations, we send those trucks without our logos.

We are currently exploring options to include employee ownership in the logo, but no decision has been made yet. If anyone has any ideas or comments, please let me know.

**Chris Albright, President**

How can we improve KE&G as a company? – Comment:  
**Treat employees equal, more training, have proper wages for employees so they won't leave.**

**Answer:** This comment is a little puzzling to me as I believe that we at KE&G put in great effort to insure that all three of those issues are being met. I extend an invitation to this individual to schedule a meeting with their direct supervisor or myself to discuss in detail so that management may understand the issues completely.

**Ed Anderson, Vice President**

# Safety is a State of Mind

by: Vince Rosales, Safety Manager

From day one when you became a KE&G employee, you were told it was KE&G's intent to provide you with a safe, productive place in which to work. To do this, we issued to you a safety brochure. Safety is a state of mind that must be cultivated on a continuing basis. We are proud of our KE&G Safety Program and we want you to become an integral part of it. To do this, we must have 100% of your cooperation. You, your family and the Company will benefit now and in the future. Can you think of a better investment?

You may be thinking to yourself the statement

you just read seems familiar to you, that's because it came from the last page of the "Safety-A Personal Responsibility" brochure that was given to you on your first day as a KE&G employee. Hopefully, you took the time to read the brochure. It offers important information to assist in providing you and your fellow coworkers with a safe, productive, workplace environment.

In signing that last page of the brochure, you promised to cooperate with KE&G and your fellow coworkers to do your part in maintaining an excellent safety program, along with the other responsibilities associated with safety. This would mean by being responsible for encouraging a safety culture to improve our behaviors and performances, and sharing accountability to encourage our coworkers to value safe work practices and our safety programs in a positive, proactive way.

**Get involved!** If you think

the jobsite or the task is unsafe, stop the work. If you see something unsafe, report it immediately to your supervisor. Have the courage and make that commitment to take a responsible active role in your safety, in your safety. You definitely don't want to wait until an accident happens. One injury or incident could be the one that takes over your life forever, or your fellow coworkers' lives.

**Speak up!** Discuss with your supervisor if you have any safety related concerns. Every KE&G employee is encouraged to speak up and provide recommendations to make their jobsites or tasks safer. Immediately inform your supervisor and coworkers of any damaged equipment, hazardous conditions or unsafe behavior, to include reporting all injuries, illnesses and near misses to your supervisor.

By getting involved and speaking up, you'll gain a sense of ownership within KE&G that will contribute to your coworkers, yourself and family the greatest investment of all, life! That's being responsible at work.

Be safe in all that you do!

## Teamwork Improves





# Meet Melissa Fernandez

by: Tammy Messer, Project Assistant



## Melissa Fernandez, Sierra Vista

**Q:** Do you have any nicknames?  
**MF:** None.  
**Q:** Are you married?  
**MF:** Yes, to Paul..  
**Q:** Do you have children?  
**MF:** Yes. 1 son, Paul.  
**Q:** How long have you been employed with KE&G?  
**MF:** 7 years.  
**Q:** What is your favorite thing about your job?  
**MF:** I like the people that I work with.  
**Q:** What is your favorite hobby?  
**MF:** Baking.

**Q:** What is your favorite TV Show?  
**MF:** The Black List.  
**Q:** When you retire, do you have any special plans for your ESOP disbursements?  
**MF:** I want to travel.  
**Q:** How old will you be when you retire?  
**MF:** 67.  
**ADDITIONAL THOUGHTS OR COMMENTS:**  
**MF:** None.

# Meet Liz Gallego

by: Elise Puhala, Project Coordinator



## Liz Gallego, Tucson

**Q:** Do you have any nicknames?  
**LG:** none.  
**Q:** Are you married?  
**LG:** Yes, to Sergio Gallego.  
**Q:** Do you have children?  
**LG:** Yes. Angela. She is 24 years old.  
**Q:** How long have you been employed with KE&G?  
**LG:** Started employment on 10/3/2016  
**Q:** What is your favorite thing about your job?  
**LG:** I like that my job is not routine. I get to work on a variety of projects and I am constantly learning new things.  
**Q:** What is your favorite hobby?  
**LG:** UTV riding, trap shooting, target shooting and going camping.

**Q:** What is your favorite TV Show?  
**LG:** Lethal Weapon.  
**Q:** When you retire, do you have any special plans for your ESOP disbursements?  
**LG:** I would like to travel and spend more time with our family.  
**Q:** How old will you be when you retire?  
**LG:** 65.

**ADDITIONAL THOUGHTS OR COMMENTS:**  
**LG:** I think KE&G has such an amazing team of employees and I like how well they work together. KE&G's positive work environment and the employees' strong work ethic allow us to grow the company. I am happy here and look forward to being a part of the company's successful future.

### UTV/ATV/Buggy Rides!

KE&G will hold a Saturday UTV/ATV/Buggy ride employee event in Sierra Vista in September and one in Tucson in October. These events will be approximately 4 hours long, fun and adventurous. Pack a lunch, gas up your UTV/ATV and join the fun!

Dates and locations to be determined. More information will be provided as these events are organized. Stay tuned...



# ESOP Contest Winner!

by: Ridge Wilson, Purchasing Assistant

Blanca Hightower is the logo contest winner! Her design received the most votes among the ESOP committee members. Her design is simple yet creative. She blended the original company logo along with a new twist to represent our ESOP.

Thanks to all who participated. We had many great ideas and don't be surprised if you see them around.

**Ridge:** Hey Blanca, guess what? You won the shirt design contest!

**Blanca:** Yahoo!

**Ridge:** How long have you been an employee with KE&G?

**Blanca:** I have been an employee of KE&G since August of 1986

**Ridge:** What sparked the idea of your design?

**Blanca:** The idea just clicked. And I had forgotten about it till the day before and decided to do a quick drawing.

**Ridge:** How does your design represent our company as a whole?

**Blanca:** After working here for so long I want the name KE&G to stay strong, especially more so now that we are employee owned.



# Equipment News

by: John "Doc" Archambault, Equipment Manager

KE&G is pleased to introduce the most recent additions to our heavy equipment fleet, a pair of 2017 Cat 950M Wheel Loaders, which are sure to make every KE&G employee owner proud.



They are equipped with C-7.1 Cat engines, putting out 263 Horse Power and just over 750 foot ponds of torque. The new C-7.1 Cat engine is 10% more fuel efficient than Cats K series loaders

and 25% more fuel efficient than Cats H series loaders. Both Loaders feature an optional economy mode that provides maximum fuel savings with minimal productivity impact.

They are also equipped with Cats Hydraulic Fusion quick couplers, enabling our operators to change from the 4.5 cubic yard bucket to a set of oversized forks or to our brush bucket in seconds, just by a flick of a switch. Our 2017 950M Loaders are equipped with three types of Cat Connect technology, which will help our managers monitor, manage, and enhance job site operations.

This large investment to our fleet was made possible because of all the hard work and dedication of all our employee owners, making wise and safe decisions and continuing to do our jobs in a productive and orderly manner. Keep up the great work everyone and let's keep the company growing!

KE&G is an equal opportunity employer that offers each employee the possibility to prosper. The following employees have recently celebrated yearly employment anniversaries. The following are April through June anniversaries.

<b>April</b>	Cesar Pedro, Tuc, 1	Brian Janski, Tuc, 10	Jesse Grinsteiner, Tuc, 4	Sergio Gallego, SV, 20	David Pedrego, Tuc, 2
Cesar Acuna, SV, 18	Ismael Pedrego Jr., Tuc, 1	Nicholas Olejnik, Tuc, 10	Jesus Santa Maria, Tuc, 4	Troy Ballard, Tuc, 8	Jesus Lamadrid, Tuc, 2
Manuel Coronado, Tuc, 12	Enrique Rocha-Romero, Tuc, 1	Federico Santa Maria, Tuc, 10	Michael Taylor, Tuc, 4	Sergio Barrera, SV, 8	Ismael Pedrego, Tuc, 2
Richard Dees, Tuc, 6	<b>May</b>	Adam Sedgeman, Tuc, 10	Martin Soto, Tuc, 3	Gerry Bennett, SV, 8	Devon Ward, SV, 1
Angel Perez, Tuc, 5	Ramon Morales, SV, 20	Marcelino Lara, Tuc, 8	Tommy Crowley, SV, 3	George Teichman, Tuc, 6	
Burton Saylor, SV, 4	Antonio Casillas, Tuc, 19	Daniel Crater, SV, 7	Michael Castro, Tuc, 2	Mark Faruolo, Tuc, 5	
Daniel Fluno, Tuc, 3	Humberto Montano, SV, 19	Andres Contreras, Tuc, 5	Isaac Ballard, Tuc, 1	Marco Burruel Barcelo, Tuc, 3	
Robbee Blythe, Tuc, 2	Jaimie Lavallee, SV, 16	Fernando Contreras, Tuc, 5	<b>June</b>	Chad Moussette, Tuc, 3	
Juan Valdez, Tuc, 2	Brett Watson, SV, 15	Gregorio Valenzuela, SV, 5	Geronimo Campuzano, Tuc, 20	Mark Campbell, Tuc, 2	
Cody Sauer, Tuc, 2	Cindy Brian, SV, 12	Aaron De La O, Tuc, 4	John Drake, SV, 20	Edward Hernandez, Tuc, 2	
Jesse Moss, Tuc, 1					

KE&G is an equal opportunity employer that offers each employee the possibility to prosper. The following employees have recently joined the KE&G Team. Welcome!

- Frausto Borquez, Tucson
- Armando Canez, Tucson
- Tomas Cazares III, SV
- Philip Conner, SV
- Sandra Damon, Tucson
- Julian Diaz, Tucson
- Daniel Dominguez, Tucson
- Anthony Durazo, Tucson
- Marco Fragoso, Tucson
- Jonathan Fraley, Jr., Tucson
- Cesar Franco, SV
- Ramon Gutierrez, SV
- Rick Hanna, SV
- Jose Jimenez, Tucson
- Bryan Kee, Tucson
- Uikirifi Leatigaga Lopez, SV
- Adam Manzanares, Tucson
- Nicholas McMahon, SV
- Joel Medina, Tucson
- Andrew Mendez, Tucson
- Aurelia Messer, SV
- Miguel Ochotorena Jr., Tucson
- Tyler Oglevee, SV
- Kevin Oliver, Tucson
- John Rabago, Tucson
- Oscar Ramirez Borquez, SV
- Larry Reyes, Tucson
- Jesus Rodriguez Sanchez, Tucson
- Fernando Salazar, SV
- Mike Sautter, Tucson
- Jeremy Smith, Tucson
- Manuel Soto Jr., Tucson
- Andrew Stetson, Tucson
- Theodore Talano III, Tucson
- Michael Valenzuela, Tucson
- Chris Baquera, Tucson



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