



With the New Year just around the corner, I can't help but feel thankful for our employees and our customers for what has been another remarkable year at Egan. We're on track to finish 2014 with a few records: revenue, new employees, and the longest list of backlogged work in company history. And we've made great strides in safety, posting our lowest-ever incident rate.

I also continue to be inspired by Egan employees. We're staying safe and supporting the community (and each other!). Many individuals were involved in a variety of local charities alongside our perennial volunteering and involvement with organizations like MN Adult & Teen Challenge, Hearts & Hammers, and Feed My Starving Children.

Overall, I'm grateful that we can spend this holiday season reflecting on the successful partnerships we've had and the bright future for our company. Thank you to everyone involved – and have a safe and joyous Christmas!

–Jim Malecha  
Egan Company President & CEO

## AMERICA'S SAFEST COMPANIES HONOR

This fall, *Employee Health and Safety Today Magazine* (EHS Today) announced its list of America's Safest Companies award recipients. Egan Company was honored, along with 19 other companies. The America's Safest Companies award recognizes companies who have achieved innovation and strategic safety goals and have achieved injury and illness rates lower than industry averages.

The honorees were invited to an annual Safety Leadership Conference, where businesses and speakers from across the country met to share safety strategies and best practices. Since its inception in 2002, over 150 companies have received the award. This year's recipients ranged from small companies to international corporations, and represented many different industries.

### "Safety Brings You Home"

Prior to this year, *EHS Today* had never really chosen a theme for the conference. That changed after Editor-in-Chief Sandy Smith noticed Egan's "Safety Brings You Home" program.

"Egan was one of several winners this year that talked about the impact of a safe work environment not only to employees, but to their families as well. A work-related injury or fatality doesn't occur to just that worker. It impacts his or her entire family, circle of friends, and coworkers," Smith said. "Egan Company put the safety message shared by our winners into a great motto. It's so simple, so direct, and so true."

Egan's motto soon became the centerpiece of EHS web announcements as well as the adopted theme of the Safety Leadership Conference.



The Toro Company Headquarters | Photo credits: Bill Baxley - Leo A Daly



## INTERCLAD RALLIES TO BEAT DEADLINES

Time was of the essence when Egan Company's InterClad began work on The Toro Company world headquarters in Bloomington, Minn. The team had just four months to complete the interior and exterior renovation.

Toro specializes in professional and residential turf maintenance equipment and irrigation systems. Phase one of its headquarters renovation started with a new three-story building used to house various departments. The goal was to complete the project by June 20 as a birthday gift to its Chief Operating Officer Michael Hoffman, and just in time for Toro's 100th year anniversary party.

### The Ideal Team

Despite the aggressive schedule, InterClad Project Manager Mark Meyer and Superintendent Steve Flaherty took this task on with enthusiasm. Collaborating with Senior Architect Steve Anderson from Leo A Daly and Ryan Companies, Inc. Superintendent Tom Boltz and Project Managers Eric Overgard and Doug Woolever, the team worked to keep the project on schedule.

"Coordination and teamwork were essential to getting things approved and obtaining all materials quickly. The assembled team was the right group to get this project fast-tracked," Meyer said.

Work began in March 2014. In one month, the InterClad shop fabricated 17,600 square feet of curtainwall and 8,800 square feet of hat channel/furring channel, used to insulate and mount materials to a building exterior. Several external companies contributed with 18,200 square feet of exterior composite metal panels in two custom colors (graphite and rusted metal), sunshades, interior and exterior glass, and large rolling barn doors designed to seamlessly blend into the exterior when closed.

With a crew nearly double the typical size, trades began installing the prefabricated materials in April 2014.

### Rain and Rigor

Due to the persistent spring rain, some challenges arose. The ground was saturated, causing heavy construction equipment to get stuck in the mud. But not even the rain could halt steadfast production on this job. During the three month install phase, Ryan Companies employed a Caterpillar dozer dedicated just to pulling equipment out of the mud.

Interior build outs were also completed by the InterClad crew, including conference room glass walls, custom stainless steel entrance doors in the lobby, handrails, and door frames.

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Shortly before the goal completion date, InterClad was asked to fabricate a stainless steel welded handrail in the field.

“Handrails and aluminum entry doors are the two products that can take a long time to fabricate and install,” Meyer said. “They require a lot of precision and time to get it done right. For this job, we had a short window to get it right.”

### A Job Well Done

Despite the many challenges and the large crew size, there were very few errors on this job. And, not one pane of glass was broken throughout the process.

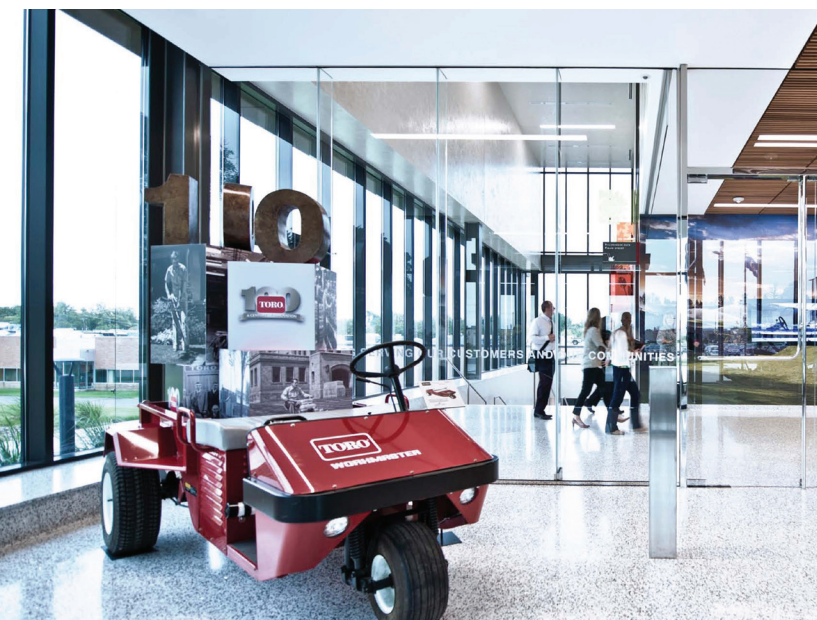
“This is testament to the field team’s organization and dedication to craftsmanship,” Meyer said. “And to Steve [Flaherty] running a tight ship.”

The team finished the project on June 20, and a few weeks later, the Toro 100th year anniversary party went off without a hitch.

**Core project team:** Ryan Companies, Leo A Daly, Metal Design Systems, Kawneer Company, Viracon, Industrial Louver, Oldcastle Building Envelope, Overhead Door, and Wheeler Hardware.

**Egan services performed:** Exterior composite metal panels, curtainwall, and sunshades. Plus, entrance doors, interior storefront system, and custom stainless steel and glass handrail system. ■

InterClad provided a custom stainless steel glass system for the Toro lobby.



## MODERNIZED CONCRETE CONTROLS

Egan’s concrete controls are generating rave reviews after a successful installation for International Concrete Products (ICP) in Germantown, Wisc. A new concrete batching system (Egan’s KFBatch II product) was integrated with speed and precision.

### Preferred Solution

Designed by Egan engineers, KFBatch II is one of the most nimble and powerful batch control products available.

At ICP, plant controls were in need of an update. The original software proprietors proposed to upgrade its former system, but the convenience of Egan’s offering proved too enticing to pass up.

“We’re system integrators. Our software is tailored to make life easy for the customer,” said Phil Kramlinger, Egan Company Project Manager. “We’re not there to replace their entire system.”

The goal at ICP: renovate and reinvigorate its concrete batch plant – which meant minimal interruption and maximum efficiency under the time constraints.

### Fast Delivery

Engineers were tasked with creating a control system that could handle all the plant’s intricacies, and ICP set aside one week of shutdown to fully integrate the system.

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# MODERNIZED CONCRETE CONTROLS

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“We imposed, what seemed at the time, an impossible schedule,” said Jerry Zorn, ICP Maintenance Manager. “But Egan provided us exactly what they promised; a painless install and more efficient batching system.”

Egan electrician Tom Hildebrandt was sent to coach the workers on-site to install the new controls, which helped to expedite the process and keep the plant from losing more business with a longer shutdown.



## Positive Experience

When all the systems were in place, the plant controls ran fully operational on the first try.

“Credit goes to the panel shop guys for that,” said Kramlinger. “Hundreds of wires perfectly assembled by hand with no

mistakes? That’s precision.”

ICP was pleased with the results as well. The prep work and the back-and-forth communication with Egan made for a strong collaborative effort from the start.

“Overall, this whole process was a great experience,” Zorn said. “Everyone worked very well together. Egan understood our needs and did everything in their power to fulfill them.” ■



# ENGAGED IN OUR LOCAL COMMUNITY

Egan Company is committed to giving back to our local community. Here are a few ways we’ve paid it forward in the past few months:

## School Supplies for Local Kids in Need

This Fall, Egan partnered with the Brooklyn Park Police Department to collect school supplies to help local families. Employee donations included notebooks, writing utensils, and 20 new backpacks.

## Providing Food for Locals in Need

Mobile Action Ministries is a non-profit, Minnesota-based mobile kitchen service that provides meals to the homeless in the greater Twin Cities area. Egan’s donation has helped keep the mobile kitchen rolling along for more than six months!

## Food on the Table for Everyone

We asked Egan employees to raid their cupboards and clip coupons to donate four large bins worth of food during the

annual Thanksgiving Food Drive. Donations included canned goods, boxed meals, baking goods, and more. Proceeds will be distributed locally by North-Suburban Emergency Assistance Response (NEAR).

## Making Holiday Wishes Come True

This holiday season, Egan is again sponsoring over 30 women at Ascension Place to help make their wishes (and needs) a reality. Ascension Place provides supportive housing and services for women in the Twin Cities area.

Wish list items include robes, socks, books, perfume, and other daily essentials to help make the holidays for the women of Ascension Place a little brighter. ■

Above: Egan employees Ron Miller and Scott Fryer visited the Mobile Action Ministries outpost in Stillwater, Minn.

# IN-HOUSE PREFABRICATION MOVING MAJOR JOBS

*Egan's prefabrication capabilities have been in robust demand for several high-profile projects. Customers are capitalizing on the expertise of our prefab personnel – and the results are bringing all project stakeholders advantages in time and labor costs.*

## 3M 280 Building

Recently, the pipe shop crew finished constructing the largest pressure-reducing valve (PRV) station they have ever built for the new 3M 280 building in Maplewood, Minn. A PRV station is a network of piping that protects other pressurized vessels from having to handle steam pressure beyond their design limits.

“Pre-assembling the PRV station made it easier to manage the extremely condensed schedule and complicated mechanical room where it was housed,” said Steve Plieseis, Egan Company General Foreman.

The behemoth weighs north of 16,000 lbs., spans close to 39 feet, and tops out at 11 feet 7 inches. The high pressure end receives about 275 lbs. of steam and knocks it down to 12 lbs. at the output end.

## Latitude 45

Egan turns to its in-house Innovation Lab technicians for things like electrical kit, light fixture, and conduit preconstruction for broad-scale jobs like the new Latitude 45 luxury apartment complex in downtown Minneapolis. Technicians provided pre-built and pre-wired fire alarm panels, as well as 275 strut-cuts and pipe stubs.

“Time spent on projects can be reduced from weeks to days,” said Bret Young, Egan Company Vice President. “Prefabrication completely maximizes productivity – and it’s safer.”

Innovation Lab technicians assemble all items into precisely labeled and convenient packages for the

field personnel. This means less need for reaching and crouching on the work site and leads to less soft-tissue injuries in the process (i.e. back strains, pulled muscles).

## SuperValu

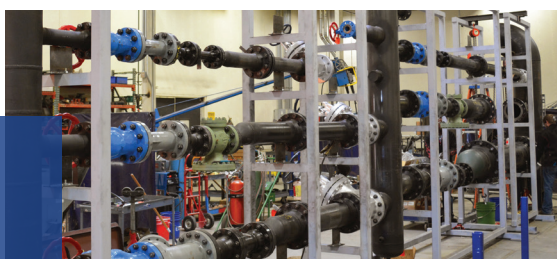
Preventing lost-time is always a primary concern. That’s why prefab is usually addressed in the very first meeting with project teams.

“When project managers meet with customers, a lot of obstacles can be removed,” said Al Wilson, Egan Company Support Operations Manager. “It keeps the problem solving indoors and the productivity in the field.”

Egan Company Project Manager Carrie Thompson recognized early that the doors for the new SuperValu Corporate Annex space in Eden Prairie, Minn. were not wide enough for the pallets holding pre-lamped light fixtures. Thinner pallets were ordered and repackaged in-house. Prefabricated 12-foot whips were then added to the delivery for convenience.

This proved a highly effective strategy as Egan field employees were able to install over 40 fixtures before the truck was even fully unloaded at delivery time. Assessing the complete outlook of the building turned a major work interruption into major gains in efficiency.

Time/labor savings, better quality, increased productivity, pre-planning, and safer conditions – it all equates to a more reliable project outlook from the first meeting to the last construction day on-site. As our prefab capabilities grow, so too does Egan’s ability to provide more to our customers. ■







## SMALL PART IN MINNESOTA MANUFACTURING JOBS

Over the past three years, Egan Company has partnered with McGough Construction to expand Emerson Process Management's operations for its Rosemount technologies in the greater Twin Cities area, helping to add 500 jobs to the local community.

Emerson Process Management is a diversified global manufacturing and technology company, which includes Minnesota-based Rosemount Industries.

"Emerson and McGough are two great customers to partner with," said Dan Thompson, Egan Company Senior Project Manager. "We are currently working at the Shakopee location, and are excited about future opportunities to work together."

Egan has extensive experience in the manufacturing industry, and is upgrading two office and manufacturing facilities for Emerson.

### **Eden Prairie, Minn. Location Operational**

Work on the Eden Prairie location was completed in 2014. Egan gutted all the mechanical, HVAC, plumbing, and piping in this office and manufacturing facility, and updated the entire infrastructure, all while Emerson employees were still present.

Emerson had existing rooftop penthouses containing all mechanical equipment that they chose to remove. This

posed a challenge because new mechanical rooms had to be built within the building, and new equipment was installed. However, while in construction, the building had to be operational so the existing outdated units needed to be up and running.

### **Shakopee, Minn. Location Progressing**

The Emerson building in Shakopee was built for—but never occupied by—another company. It was only half finished, with no interior walls, and many birds taking up residence in it over the past decade when Emerson purchased the building to be used as a new global headquarters for its Rosemount technologies. The 500,000 square foot building is being reconditioned and renovated in multiple phases.

Egan is completing all mechanical, HVAC, plumbing, and piping work in the building. The next phase will involve adding an additional 200,000 square feet to the building in order to expand Emerson's regional manufacturing operations. All work is scheduled to be completed in 2015.

"The work we're doing at Emerson is helping expand their business operations," said Todd Achterkirch, Egan Company Vice President. "Emerson is growing and we're helping it reach its potential. We're happy to support a Minnesota company." ■

# AMERICA'S SAFEST COMPANIES

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## Driving From Within

For Egan Company Safety Director Larry Hanson, the designation as one of America's Safest Companies underpins the progress that has taken place over many years. Implementing an effective program meant using ideas that worked for other companies, but most often it was driven by ideas that have come from within.

"Our employees provide the majority of input, which has been crucial to the program's success," Hanson said. "They feel their safety concerns will be heard, so they speak up. That's the environment we've worked very hard to create here at Egan."

Employee participation is encouraged further with the Safety Bucks program. Safety Bucks are earned through attending safety training sessions, submitting suggestions, reporting near-misses, safety milestones, and on-the-spot safe behavior. Employees can accumulate and redeem Safety Buck coupons for recognition merchandise.

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*"Safety is woven into every aspect of Egan's culture. A common sentiment is that construction is a dangerous business and accidents are bound to happen. Our company's approach will never accept this view as the standard. Safety is a top-to-bottom priority here."*

— Jim Malecha

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## Whole Company Effort

At the Safety Leadership Conference, there was widespread consensus among safety-progressive companies



Safety Director Larry Hanson accepted the award on behalf of Egan at the Safety Leadership Conference.

that involvement from executive leadership is an integral factor for any successful safety culture. Employees in these environments feel confident that their safety has priority over profits. When you have that kind of employee confidence, it reinforces the mutual accord needed to truly make safety a group effort.

This remains the ideal situation at Egan, as well. Along with employee involvement, Egan bolsters its safety program by having strong support from company leadership. Members of the Board of Directors attend at least one safety audit of a job site each month, and senior leaders serve in tandem with field employees on the company's safety review committee.

The lower incident rates translate to savings for the customer (due to lower insurance premiums), but the ultimate focus of Egan's award-winning safety program remains directed toward one company-wide goal: zero injuries for all employees.

For further reading, see the EHS profile of Egan Company at [bit.ly/ascegan](http://bit.ly/ascegan) ■







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*Engineering News-Record* named the Hastings Bridge in its Best Project Highways/Bridges feature. Egan crews installed the lighting, Intelligent Traffic System, signals, and the de-icing system.

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Egan Company is a specialty contractor that delivers attention, commitment, and craftsmanship to every project. Egan provides in-house expertise in planning, design, building, and maintenance. Core services include: mechanical, electrical, curtainwall/glass (InterClad), millwrights, controls and system integration, building automation, fabrication, and 24/7/365 service.