



EGAN COMPASS

NEWSLETTER

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MARKED BY GROWTH, POWERED BY FAITH

A look into Jim Malecha's career and impact on Egan Company

Fortunate. The word Jim Malecha uses most often to describe his 38-year career – a career that has been dedicated to growth, integrity, and exceptional leadership. Now, after 18 years at Egan Company and an eight year tenure as President & CEO, Malecha will retire at the end of December.

Since joining Egan as Chief Financial Officer in 1999, Malecha's dedication to people, collaboration with leaders, and passion for the construction industry has helped to grow the company by more than 100%.

Throughout his time, he has overseen 12 successful mergers and acquisitions which has brought on new business and expanded Egan's market to include additional services and more office locations. Additionally, Malecha has helped to combine five separate Twin Cities offices into two, beautifully renovated buildings and expanded Egan's prefabrication shops.

Though his commitment to growth has been a huge marker of his time at Egan, even more so is his commitment to things less tangible than the bottom line. Malecha's family-first approach to leadership is characterized by maintaining a work-life balance and a vow to live his faith through his actions.

Being intentional with his dedication to his faith has helped Malecha through many hard times, both in business and his personal life. Even before the busiest of days begin, he prioritizes his time to do a devotional, read a chapter in the Bible, and pray for wisdom along with the safety of everyone at Egan.

His faith has regularly given him insight into understanding the bigger meaning behind some of life's "why" moments and unquestionably shaped his values and ethics. He also credits his wife, Corinne, and children, Dan and Lauren, for making his faith walk stronger over the years.

"My hope is that I've lived my faith through my actions so much that people might ask, 'what's behind that?' And, what's behind that is my faith," said Malecha.

Another motivator behind Malecha's career is a priority to provide an environment where employees have opportunity, as well as feel good about their work.





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“The way I see it, Egan has over a thousand employees... which means we have over a thousand families that experience really good jobs,” said Malecha. “And, hopefully that means they have good lives and are taken care of. That’s what is most important to me.”

This is also another reason why Egan has continued to grow with Malecha at the helm. The company’s diverse offerings have created countless opportunities and further distinguished Egan from others within the industry.

“Of course it would be easier if we were only an electrical company, or a mechanical or curtainwall company... but the diversity we have put into place is what makes this so FUN,” said Malecha.

Though he has overseen a tremendous amount of change while leading Egan, Malecha believes the company’s best days are still ahead.

“Egan will continue to be an integrated organization where we are serving customers with the diverse offerings we have,” said Malecha.

Leading this integration beginning January 1, 2018 is the incoming President & CEO, Duane Hendricks, Egan’s

current Chief Operating Officer. Hendricks has over 30 years of experience in the construction industry and is a hands-on leader in planning and execution.

“No one else can offer what we can and our goal is to simply make the customers life easier.”

— Jim Malecha

Since joining Egan in 2002, Hendricks and Malecha have worked together steering Egan through its growth and change while maintaining the highest level of integrity and service to its customers and employees.

He is confident Hendricks will forward Egan’s vision and continue to provide opportunities – just like the opportunities Malecha feels fortunate to have received throughout his life and in his successful career.

Read an extended version of this story on our website:

bit.ly/NEEDTOADD ■

LESSONS FROM A 38-YEAR CAREER:

- Be patient.
- Things aren’t usually as bad as we make them out to be. Life can be stressful enough without jumping to conclusions or assuming the worst in a situation.
- There isn’t time to do everything well; you have to be willing to give something up to find a happy work-life balance.
- If you work hard and have the right attitude you can accomplish a lot.
- There are two sides to every story – always take time to learn both before you form an opinion or make a decision.



SHINING SOME LIGHT ON SUPERBOWL LII

All eyes are on Minneapolis this winter as U.S. Bank Stadium hosts Superbowl LII. More than a million visitors are expected across the Twin Cities – and Egan has played a subtle role in improving the safety of downtown for the influx of pedestrians.

While most of us see the larger construction projects occurring around the metro with the new hotels and restaurants, Egan has been busy improving the lighting across to the city and local airports to make it brighter, more aesthetically appealing, and of course, safer.

Downtown Minneapolis pedestrian improvements

Renovating and replacing lighting poles, fixtures, and luminaries throughout downtown Minneapolis and the blocks surrounding the stadium was just a start. More than 30 lighting poles and fixtures and 60 luminaries were replaced with more modern LED lighting, which not only looks sharper, but is also more energy efficient.

In addition to the lighting upgrades, Egan installed more than 30 Accessible Pedestrian Signal (APS) push button stations. These APS stations improve the safety of pedestrians at busy intersections.

MSP runways upgraded for heavy Superbowl traffic

While downtown Minneapolis is the final destination for the big game, many visitors will be flying into Minneapolis-St. Paul International Airport in the days prior to kickoff. In conjunction, Egan constructed extensive airside lighting repairs to upgrade MSP runways.

The team provided the removal and replacement for over 150 elevated and more than 100 in-pavement runway guard lightings. Additionally, 334 taxi way airfield signs were upgraded with LED kits.

Superbowl private-jet hub at Holman Field

Down the road from MSP is Holman Field Airport in downtown St. Paul, which is gearing up to be the private-jet hub for the Superbowl. In preparation, Egan provided the installation of all new light poles, fixtures, taxiway lights, and flag poles to get ready for the VIP flyers.

The Twin Cities and its local airports are now safer, brighter, and ready for some football.



The upgraded Holman Field Airport features new light poles and fixtures, taxiway lights, and flag poles.

Services Provided: Light poles, LED fixtures, APS push button stations, runway guard lights, taxiway lights, elevated RGLs, in-pavement RGLs, airfield signs, flag poles ■

TWIN CITIES EVENTS DRIVE DAS TECHNOLOGY



Mall of America is among many Twin Cities hot spots to upgrade to DAS technology.

In today's social media driven world, everyone has a platform to share their in-the-moment experience. And, with the millions of visitors set to visit the Twin Cities over the next few years for Superbowl LII in February, the NCAA Men's Final Four Championship in 2019, and a growing amount of concerts and special guests, the need for reliable cell phone service from carriers is vital.

Minneapolis and the rest of the Twin Cities have been preparing for the influx of cell phone service needed during these large events by installing a Distributed Antenna System (DAS). DAS technology is utilized to cover isolated areas within a large building that have poor cell phone coverage.

To implement DAS technology, Egan technicians have installed a network of small antennas throughout buildings in downtown Minneapolis and across the metro [...]

Read the full story about DAS and Egan's role with installing this technology on our website:
bit.ly/EganDAS



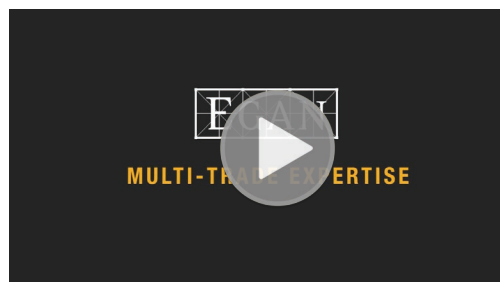
Live music, craft beers, classic cars, and customer appreciation was the theme at Egan Company's Fall-a-Palooza event this September. Customers filled our Champlin facility to celebrate and connect with each other, their Egan representatives, and business partners.

Egan values all of our customers who help make us who we are – and we are honored to work with such great business partners!

**Save the date for next year's event:
Thursday, September 20th**

HOW MUCH DO YOU KNOW ABOUT EGAN?

With a wide array of specialty trades and services, it's not uncommon to hear our customers say, "I didn't know Egan did that!" To highlight our skilled tradespeople and the wide scope of offerings our company provides, we are giving each of them the spotlight. Over the next year, we'll feature each of our 12 trades to offer a short overview of what they provide.



EGAN TRADES VIDEO SERIES

Kicking it off – learn more about our Millwright and Glazier trades (1 minute each):

bit.ly/EganMillwrights or **bit.ly/EganGLAZNEED**



Dobbs at the sandy finish line in St. Augustine, Fla. on Oct. 29, 2017.

ENJOYING THE RIDE

Egan Electrician bikes across Southern United States for MS awareness

3,070 miles, 58 days, two tires, and one goal – all for multiple sclerosis. John Dobbs, an Electrician who has been with Egan for 17 years recently completed this very untraditional “vacation” by participating in the Southern Tier route of Bike the US for MS.

Bike the US for MS is a nonprofit organization which provides people the opportunity to participate in cross country cycling trips for multiple sclerosis research and awareness. When John first signed up to ride, he did not know anyone with MS. After participating in a few group projects and joining video chats with other co-riders, he quickly learned how devastating the disease can be.

“When I decided to do this [Bike the US for MS], I had people telling me that it would be a life-changing experience,” said Dobbs. “I wasn’t even halfway through the ride when I went from just shrugging my shoulders to becoming a believer.”

Turning Maybe Into Certainty

Inspired by his brother’s coast-to-coast charity ride three years ago, John told himself “maybe someday” he would do the same. This “someday” arrived last September, as he began the biking journey in San Diego, Calif. and arrived nearly two months later in St. Augustine, Fla.

At age 57, John was one of the younger riders out of the 16 member group with ages ranging from 57-70. He proudly admits an admiration for the older riders who pedaled every foot he did.

“If I’m half of the man some of these other riders are... when I get a little older, I’ll be doing alright!”

—John Dobbs, Egan Company Electrician

John said he has found a whole new respect for the Southern United States and was fascinated by the changes in terrain and vegetation with the different elevations. He recalls the challenging days through the desert wasteland near El Paso, Texas when temperatures were upwards of 116 degrees.

“I have laughed, smiled, and even cried thinking about [myself] inching across the country on a bike. But, bottom line is I could not be happier,” said Dobbs.

Now, after an incredible amount of hard work and a whole lot of sweat, John can finally check “Bike the US for MS” off his bucket list.

In support of John Dobb’s ride, Egan made a donation to Bike the US for MS. ■



PROMISES KEPT

“Thank you to Cole Handevitdt. His professional work ethic, great attitude, and ability to work effectively with our team and other subcontractors helped this project run smooth!”

– Josh Yates, McGough Facility Management

(Cole Handevitdt is an Electrical Field Leader.)

“A note of sincere thanks to Egan and recognize the team that worked on the 2016 Holidazzle events in Minneapolis. Through the whole process, Egan was always proactive in identifying areas of concern, providing options and alternatives in our work with all entities, and keeping us updated on progress. The expertise and knowledge to develop solutions, advise us in our decision-making, and keep the project moving forward was imperative to its success. Unquestionably, Egan went above and beyond to deliver what was needed on extremely tight deadlines. From a customer standpoint, our experience with this team was exceptional.”

– Mark Rausch, Mpls Downtown Council

Hormel Foods presented Egan Company's Kestner Electric team with a prestigious award for its role in the company's continuous improvement process throughout the year.

“Those that have earned our *Spirit of Excellence Award* truly go above and beyond in helping us produce high-quality products for consumers around the world. We are proud to partner with these outstanding suppliers and congratulate them on this achievement.”

– Curtis Southard, Hormel Foods

PLAYTIME UPGRADE AT HAVEN HOUSING

For the last few years, Egan Company has been a resource for minor electrical upgrades and service work at Haven Housing in Minneapolis. However, this summer brought an opportunity for Egan to work with one of the organizations' three programs, St. Anne's Place, in a unique way.

St. Anne's, an emergency support shelter to roughly 170 women and more than 300 children each year, was in need of some renovations to its playground area. But, in order for the new equipment to be installed, the electrical power lines above the playground had to be raised. The program also wanted a drinking fountain put in for the kids to utilize in the play area.

That's when D Cadreau, Haven Housing Operations Coordinator, reached out to Egan for help. After learning the scope of the project, Egan donated trade labor to St. Anne's Place to assist with the playground installation.

Through a collaboration with Xcel Energy and a local tree trimming company, the surrounding trees were trimmed and power lines were raised over the playground. Additionally, Egan installed a water fountain outside the building to complete the project.

Though a small venture, St. Anne's Place has now yielded an outcome much bigger than its playground scope. The real results are found on the smiling faces of the kids and their mothers as they have a new, safe place to play.

Haven Housing programs strive to support women as they stabilize, heal from trauma, work to identify and overcome their barriers to independence, find their strength and create a more hopeful future. ■





A FIFTY YEAR PARTNERSHIP

What started as a simple electrical upgrade by Egan Company in the early 1970s, has formed into a 50-year partnership with Westminster Presbyterian Church in Downtown Minneapolis. Over the last two decades, Westminster has completed four major projects with Egan that has transformed the building into a more modern-looking church while maintaining its historical culture.

Egan's partnership with Westminster was formed through Industrial Electric Company, a company Egan acquired in 2011. "We've had great partnerships with Westminster throughout all of its big projects," said Gary Setala, Egan Company Account Executive. "They know how we work, they know we'll get the job done, and they know we care - no matter what the project is."

"Our current project, the Open Doors Open Futures project, has been one of my favorites," said Setala. "We've been involved in the upgrading of electrical fixtures, an extensive exterior lighting addition, and the Grand Staircase light fixture...a beautiful, 55 foot chandelier with glass hand-blown in New York and assembled in Paris."

WESTMINSTER PROJECTS

The four major projects include: the Sanctuary Renewal Remodel in 1999, the Program Building Addition in 2002, the Property Improvement Project in 2007, and the current Open Doors Open Futures project set to be complete this month.

As with previous projects at Westminster, the completion date is set for December 22 - just in time for Christmas services.

"It's been a tight schedule," said John Kolb, Egan Company Field Leader. "An extremely fast-paced project, but Westminster is always wonderful to work with. The projects are unique and unlike other projects we typically work on."

This year's service attendees will have the opportunity to view the completed Open Doors Open Futures project that includes new gardens and green spaces, improved underground parking and entries, and a new wing and plaza that opens up to Marquette and Nicollet Avenues.

"It has been a wonderful experience working with Egan Company throughout this project," said Dennis Alfton, Westminster Presbyterian Church Director of Operations. "The attitude is always positive, and we're looking forward to continuing a long relationship."

Core Project Team: M.A. Mortenson Construction, Westminster Presbyterian Church, James Dayton Design

Services Provided: exterior and interior LED lighting, lighting control and distribution system, mechanical equipment wiring, general purpose power wiring, audiovisual conduit system ■



Picture above is for placement only. The new Open Doors Open Future building will be ready just in time for 2017 Christmas services



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HERE

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EGAN COMPANY LOCATIONS:

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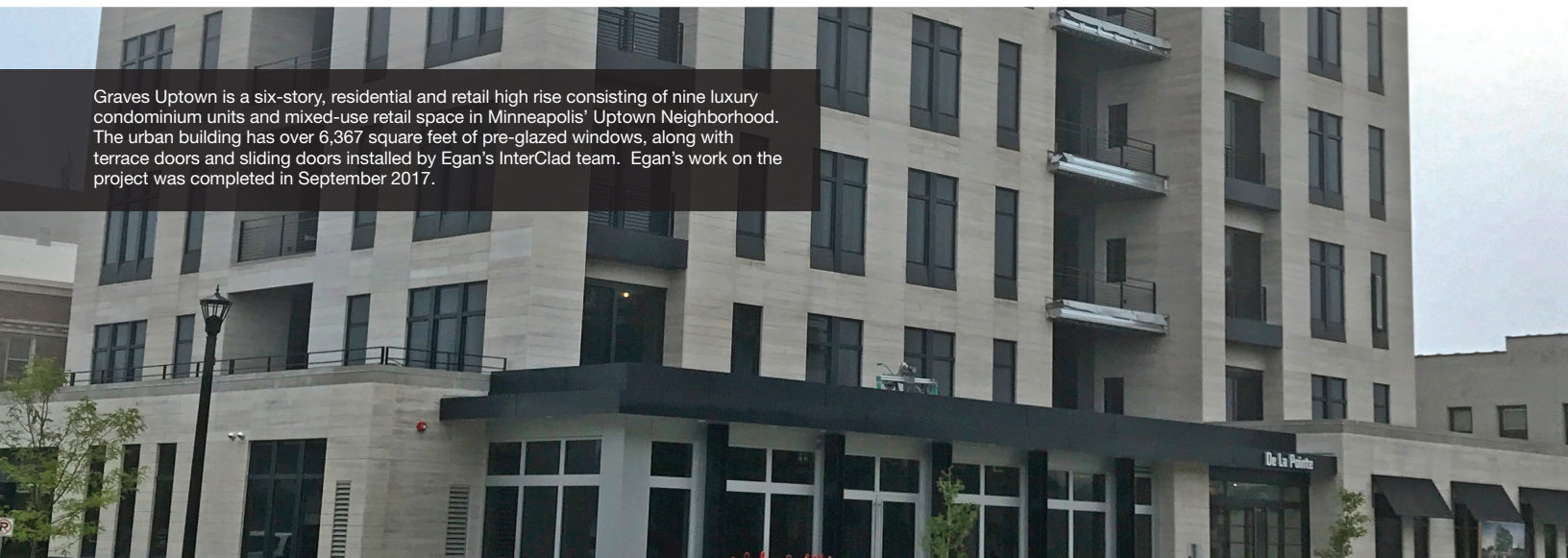
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Graves Uptown is a six-story, residential and retail high rise consisting of nine luxury condominium units and mixed-use retail space in Minneapolis' Uptown Neighborhood. The urban building has over 6,367 square feet of pre-glazed windows, along with terrace doors and sliding doors installed by Egan's InterClad team. Egan's work on the project was completed in September 2017.



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Egan Company is a fully integrated, specialty contractor that delivers attention, commitment, and craftsmanship to every project. Egan serves every stage of a building's life, providing in-house expertise in planning, design, building, and maintenance. Core services include: mechanical, electrical, engineering & design, curtainwall/glazing/panel systems (InterClad), millwrights, fabrication, building systems, controls & system integration, and 24/7/365 maintenance. Egan has also been named a Top Workplace by the *Star Tribune* and recognized as one of America's Safest Companies by *EHS Today*.