

EGAN

# COMPASS

NEWSLETTER

Volume 12 | Issue 2 | August 2017



Minnesota's manufacturing and food production hub | Shakopee, Minn.

## CULTIVATING THE ART OF FOOD

### Egan's role in automating food production

With an abundance of fertile farm land and innovative revolutionaries, Minnesota has been a force to be reckoned with for centuries in the agricultural and manufacturing industries. In the early years, farming was all done by hand, with a little help from heavy and difficult-to-operate machinery. Over the years, new inventions have made farming significantly easier, including the use of hydropower in watermills to increase grain production in Minneapolis (aka the "Mill City").

With these new innovations, farmers were able to produce and distribute crops at a more rapid pace, creating a need for more automated processes. To fill this need, many of Minnesota's largest companies began to revolutionize the food industry even further by making production simpler and more automated.

Industrial and manufacturing facilities began cropping up to help provide food globally. Most of these facilities were primarily in the southern part of the Twin Cities due to the close proximity to existing grain production facilities and river access. As the industry has exponentially grown, Egan Company has steadfastly provided its multi-trade services to grow customer business and enhance production in numerous facilities across the Midwest.



Washburn Flouring Mills in Minneapolis  
Photo Courtesy of Mill City Museum



At Egan, our company is shaped by who we are, not just what we do. We are honored to be named one of the **Top Workplaces by the Star Tribune**, and are thankful for each of our employees who believe in Egan and all that we do for our customers and community.

"Our employees are the foundation of Egan," said Jim Malecha, Egan Company President & CEO. "And, along with our commitment to safety, we encourage a culture of collaboration and development, offering each employee growth opportunities to reach their full potential."

Top Workplaces recognizes the most progressive companies in Minnesota based on employee opinions measuring engagement, organizational health, and satisfaction. Over 69,000 employees at 2,000 Minnesota public, private, and nonprofit organizations provided feedback. ■

continued on page 7

## WORK: MORE THAN A FOUR LETTER WORD

A business concept with a social mission

For many of us, our job is part of what defines us. It provides a framework to our daily schedules, stability for our families, as well as a means to help us grow. However, sometimes career paths are not clear cut, and unexpected barriers are faced. This is where Goodwill-Easter Seals Minnesota steps in to help.

Goodwill-Easter Seals offers job-placement training programs that helps people from various backgrounds – low income, lack of high school diploma or GED, criminal history, disabilities – overcome obstacles and fulfill their dreams.

This year, Egan decided to lend a hand to this cause by making a donation to Goodwill-Easter Seals Minnesota through their annual *Power of Work* fundraising event. The *Power of Work* event supports all initiatives, like the construction training program.

With Egan's donation, two adults can participate in one of the job training programs. Currently, the programs offered in Minnesota include banking and finance, medical office, automotive, and construction.

"One of the best times of my life was going through the program. The friends I made, the people I worked with – it was fantastic," said Drew, graduate of the construction training program.

The skills learned within employment training and other various programs go beyond the walls of a classroom. Although each program is different, generally participants take part in 8-12 weeks of extensive, hands-on training for their chosen career program; additionally, other training



Top: Goodwill's *Power of Work* construction training program.  
Left: Egan Company President & CEO Jim Malecha with Goodwill-Easter Seals CEO Michael Wirth-Davis

is provided on other "soft skills," such as resume writing, job interviewing, time management, self-confidence, and most importantly: teamwork.

Through donations like Egan's, Goodwill-Easter Seals provides adults new opportunities to find success without carrying a financial burden of paying for the program, as each of the programs are free of charge for qualified participants. Every donation helps Goodwill-Easter Seals further their mission to eliminate barriers to work and independence, and achieve their vision of a world where everyone experiences the power of work.

"One of the most common questions when you meet someone is, 'What do you do [for work]?' said Michael Wirth-Davis, President and CEO of Goodwill-Easter Seals Minnesota. "Our goal is to give our participants an answer to that question." ■

### RECENT GOODWILL PROJECTS

Egan provides mechanical, fire/life safety, and security services for 50+ Goodwill-Easter Seals locations in the Twin Cities and local region. Some of the Egan's most recent work was on the following new retail stores:

- Cambridge, Minn.
- Oak Park Heights, Minn.
- White Bear Township, Minn.



Before and after photos show the dramatic transformation of Loretta Rose's house | Minneapolis, Minn.

## GIVING BACK TO THE COMMUNITY

### Helping to Transform a Minneapolis Home

For more than a decade, Egan has partnered with Hearts and Hammers – Twin Cities to provide exterior home improvement assistance to someone in need. This year, 60 employees, family members, and friends volunteered to help transform Loretta Rose's home in Minneapolis, Minn.

Loretta and her two sisters have lived in the North Minneapolis home for 20 years and love the neighborhood's history. Due to a disability, Loretta has been unable to provide upkeep to her house. But, with

a little help from Hearts and Hammers and Egan, the property had the following updates provided: scraping and painting the exterior of the house and garage, building and installing new garage doors, building a new deck, replacing some siding and soffit, and landscaping.

"The whole day was such a positive and humbling experience," said Kristen Lade, Egan Internal Operations Supervisor. "By the time we left, the house felt like a home again. It was refreshed, full of life, and provided a bright presence on such a busy corner of the neighborhood."

### Cleaning Up Our Community

This year, Earth Day brought spring cleaning initiatives to Egan's local communities as 60+ employees banded together to pick up trash at local parks and other areas of the community.

The Egan volunteer teams united to help clean-up Hartkopf Park in Brooklyn Park, Minn., Judd Park in Rochester, Minn., and Andrews Park in Champlin, Minn.

The Champlin volunteer crew was part of the city's Annual Earth Day Clean-up led by Ryan Karasek, City Mayor. He kicked-off the event by leading the group of 150+ volunteers in Egan Company's active stretching routine; a daily, injury preventing routine done by all Egan employees prior to the start of work on a jobsite or in the shops. ■



Photo by Megan Hopps,  
Champlin Dayton Press  
Community Editor

## TOP GRADUATES BY DESIGN

Dunwoody College of Technology partners with Egan to revamp electrical design program

With an increasing demand for drafting, design, and project management to be completed in-house by one contractor, educational institutions and contractors are adapting to meet this need, including Dunwoody College of Technology's Electrical Construction Design & Management (ECDM) program.

In 2015, Nick Bohl, Dunwoody Senior Instructor took over the ECDM program and wanted to incorporate more hands-on project management training. As the only two-year program of its kind in Minnesota, it was vital that the curriculum of the ECDM program continue to provide what the industry needed. He reached out to former graduates of the program, and current Egan employees, for thoughts on improvements.

Initially, the program provided students an overview of the skills needed to tackle complex electrical construction projects. With course topics on electrical installation, CAD, Revit, and cost estimation, the ECDM program provided students a theoretical overview of what it's like to be on an electrical construction project team. But it was largely hands-off and taught more traditionally.

"Egan has a bit of a soft spot for Dunwoody," said Dan Ford, Egan Company Project Systems Supervisor. "We hire many Dunwoody graduates, and it's in our best interest to help them create the best possible designers, drafters, and project managers. If we help them, it helps the industry, which ultimately helps us."

Ford graduated from the ECDM program in 2008, and Bohl sought his advice in helping to add improvements to the program. The goal was to provide effective, hands-on training so these future designers, estimators, and project managers are better prepared for the realities of the construction industry.

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“Egan has gone above and beyond to help. Their enthusiasm and knowledge greatly benefit the students, and I know I can trust them in helping to educate the next generation of this industry.”

– Nick Bohl, Dunwoody College of Technology Senior Instructor

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“In a classroom, there's one right answer for everything, and it can cause culture shock when you realize it doesn't really work that way in the real world,” Ford said. “Projects can go places you don't expect, and that's just the nature of construction.”

But just how do you provide more hands-on learning in a traditional classroom setting? Using an existing Egan project, Ford and Bohl worked together to show students how to take a project from estimating to design/drafting to budget control/analysis to commissioning – all with real hands-on work.



Left: Egan uses Trimble Total Station for accuracy.  
Right: Dunwoody's ECDM Class of 2015

"It's one thing to talk about construction in theory, but it's another to see it in practice," Bohl said. "Learning from experts who do this every day gives them a more realistic idea of what it's like to work in this industry."

In the new program, students complete a mock estimate and go on jobsite tours to provide a real-life example of how estimating, design, and drafting are applied to an actual construction project.

For Travis Northway, Egan Company Assistant Project Manager Intern, his experience at Dunwoody was invaluable. After graduating in May 2017, he attributes much of his success to the ECDM program and Egan's active involvement in helping to train future industry leaders.

"The ECDM program really opened my eyes to all the opportunities available in the electrical industry," Northway said. "Since the program is driven by input from the industry, the topics covered prepared me for what I've experienced since working at Egan. It also helped me discover my learning style, and apply that at work. Despite not having a construction or electrical background, I feel the program helped me hit the ground running."

With these improvements, the program creates better and stronger employees for the industry, and Egan will continue to collaborate with Bohl and Dunwoody to add more elements to the program every year. ■

## PROMISES KEPT

"I want to extend my thanks to Egan's project team for the work completed on the lab controls at the North Hennepin Community College (NHCC) Science Building. This was by far the most thought out and, subsequently, executed project that I have been involved with in the last two years. Egan's team exuded professionalism from start to finish. On behalf of NHCC, thank you for a job well done!"

– Joe Moran, NHCC

*(The Egan team mentioned here includes: Electrical Field Leader Eric Krahmer; Electrical Journeymen Anna Peter & Josh Allen Johnson; Sheet Metal Field Leaders Bob Hatcher & Jake Morrell.)*

"Ed Holmgren and Dustin Hochhalter continue to make going home safe their first priority. This commitment is demonstrated in completing solid PSIs on a daily basis, proactively identifying and addressing hazards, and always sharing ideas and suggestions that contribute to the well-being of the jobsite. The value of working safely, as demonstrated by Egan's crew, embodies PCL's goal of zero incidents."

– Edmund Nevil, PCL Construction

*(The Egan team mentioned here includes: Sheet Metal Field Leader Ed Holmgren & Plumbing Field Leader Dustin Hochhalter.)*

## PROMISES KEPT

“I wanted to share with you my personal appreciation for the help Mark Hoffman and Steve Flaherty provided in the Hampton leak investigation. While we don’t believe the water intrusion to be a window problem, removing the window was instrumental in identifying the likely source of the water. Thank you for your help and responsiveness.”

– Dylan VanAvery, Mortenson Construction

*(The Egan team mentioned here includes: InterClad Superintendent Steve Flaherty & Glazier Field Leader Mark Hoffman.)*

“We would like to recognize Chuck Thompson for his dedication to working safely on a recent project. Chuck is a safety champion. We had Rocket Crane out to remove our rooftop units, and one of our employees witnessed Chuck calling out to one of the roofers because he was getting too close to the edge, reminding him to stay back. Chuck demonstrated that he is safety conscious, and had no problems handling the extra safety precautions we required.”

– Megan Gustafson, CIMA Labs

*(Chuck Thompson is a Sheet Metal Field Leader.)*

## MAKING WORK ZONES SAFER

Even in life’s busiest moments, it’s important to practice safe habits at home, work, and behind the wheel. The month of April highlighted two national safety initiatives at Egan Company – Distracted Driving and Work Zone Awareness.



In recognition of National Distracted Driving Awareness month (May) and alongside the Minnesota Department of Public Safety campaign, Egan employees and their families submitted pledges to “Just Drive.” This company initiative emphasized the importance of practicing safe driving habits and provided knowledge of what classifies as a distracted driver besides text messaging.

While texting is an especially dangerous habit, a few other distractions include: looking at a GPS or other electronic devices, eating or drinking, applying make-up, reaching for an item, and many others. Nearly 100 employees and Egan’s Board of Directors submitted a pledge to not drive distracted.

For National Work Zone Awareness week (April 2-8), video messages were created of a few Egan field leaders who work on the roads. These videos gave first-hand insight, tips, and advice on driving safe in construction work zones and were highlighted throughout the week.

Safety benefits all of us, and all workplace injuries and accidents are 100% preventable. By calling attention to these two national safety initiatives, we not only keep ourselves and each other safe, but also our family members and friends. ■



### WORK ZONE SAFETY

Watch five videos for tips on work zone safety (30 seconds):  
[bit.ly/EganWorkZoneSafety](http://bit.ly/EganWorkZoneSafety)

# CULTIVATING THE ART OF FOOD



Minnesota's manufacturing and food production hub | Shakopee, Minn.

continued from page 1

Today, food production follows a standard process – production on a farm/ranch, processing in a manufacturing facility, distribution to stores/restaurants, and consumption at a home/restaurant. But there's a lot that goes into the processing step that many people don't realize. Equipment needs to frequently be moved or upgraded, production lines require routine maintenance, facilities are expanded – and that's when Egan Company is called.



“Customers enjoy having multiple trades with Egan on the same jobsite. We provide a safe and clean working environment with excellent communication.”

– Cole Witteman, Egan Company  
Millwright Field Leader

Recently, Egan Company trades provided TreeHouse Foods upgrades to a private label food processing facility.

In May 2016, a building addition was added onto the existing facility. Egan provided underground plumbing and HVAC for the new space, with piping and sheet metal prefabricated in Egan's Mechanical Shops. Once construction was complete, two, fully-functioning production lines were assembled for making and distributing snack foods across North America.

The teams worked alongside each other to install each piece of equipment for the production lines. Millwrights rigged, assembled, and precisely aligned the equipment, while process controls electricians followed up with the electrical installation for each piece of equipment.

“Working with other Egan trades is great,” said Cole Witteman, Millwright Field Leader. “From my experience, customers enjoy having multiple trades with Egan on the same jobsite. They see a safe and clean environment with excellent communication.”

In addition, the control panels for the kitchen and conveyance systems were prefabricated in Egan's U.L. 508A Panel Shop, then installed onsite to integrate with the existing system. Along these production lines, robot arms were installed by millwrights to pack and move the snack food along through production. These robots are programmed to be compatible with the control panel at each station of the line.

For industries like food production, Egan's willingness to help other trades succeed and our in-house, multi-trade collaboration is an advantage unmatched by competitors.

**Project Team:** TreeHouse Foods

**Egan Services Provided:** Chilled water piping, plumbing, sheet metal exhaust duct, electrical installation, PLC/HMI programming, CAD, robot assembly and installation, cat walks, precise alignment & equipment moving, conveyance, electrical controls, and routine plant maintenance. ■



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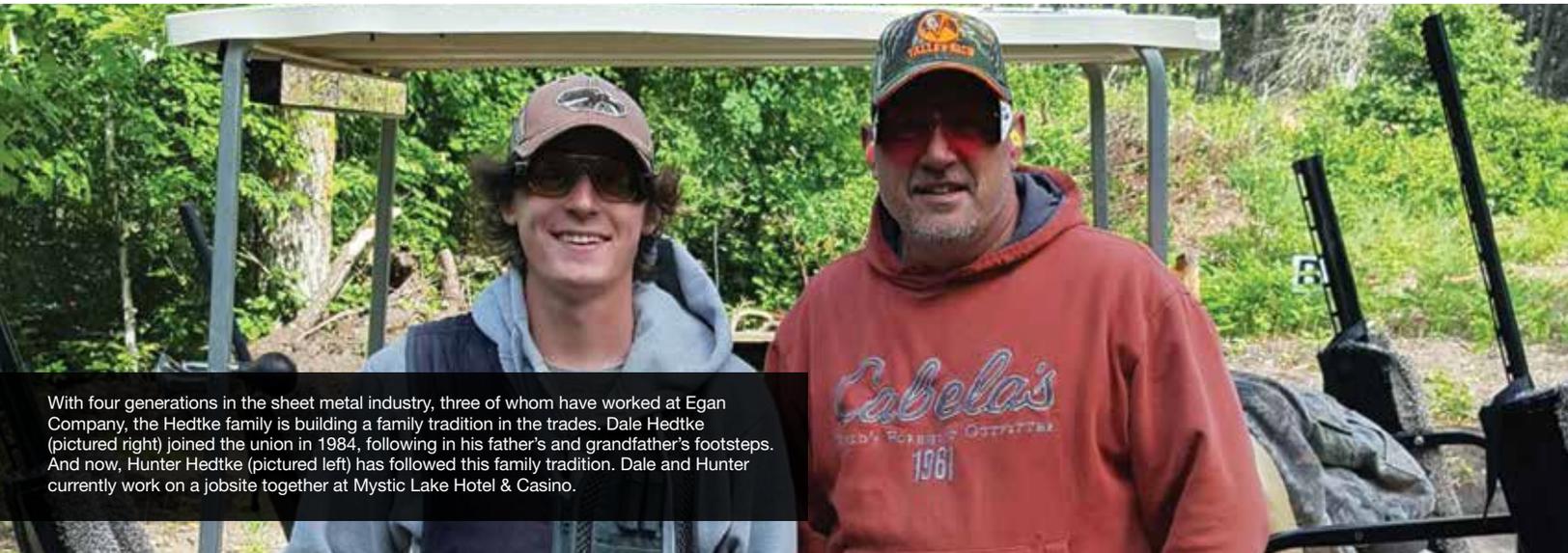
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**EGAN COMPANY LOCATIONS:**  
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With four generations in the sheet metal industry, three of whom have worked at Egan Company, the Hedtke family is building a family tradition in the trades. Dale Hedtke (pictured right) joined the union in 1984, following in his father's and grandfather's footsteps. And now, Hunter Hedtke (pictured left) has followed this family tradition. Dale and Hunter currently work on a jobsite together at Mystic Lake Hotel & Casino.

## INSIDE THIS ISSUE:

- Top Workplace Honor
- Project Feature: TreeHouse Foods
- Goodwill: *Power of Work* program
- Giving Back to the Community
- Dunwoody Graduates by Design
- Making Work Zones Safer

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 recognized as one of America's Safest Companies by *EHS Today*.