

EGAN

COMPASS

NEWSLETTER

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DISRUPTING THE STATUS QUO THROUGH AN INNOVATIVE MINDSET

Observe an Egan jobsite or walk into our shops. How do you recognize innovation? Whether you see it in the form of tools or technology, safety practices, better processes, posters or signage... we are continuing to change the way we build.

Recently, a customer shared feedback about how they believe their projects with Egan have been successful due to focused service, very fast responses, and innovative approaches.

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As Christmas is upon us, I'm grateful for the opportunity to lead this great organization. And, I'm thankful for what makes us great: our team and our customers. You have grown with us and taken us to new heights – we could not have done it without you.

Safety continues to be our number one priority, and we are committed to ensuring all employees go home safely. Thanks to you working safely alongside us, I'm happy to report our incident rate is the lowest we've had in five years – posting at 1.72 as of November!

Our productive year has also included a few transitions. We've successfully consolidated our four Twin Cities offices into two, after completing our 190,000 square foot Champlin office renovation project. We've also combined our Construction team under single leadership, creating an even further cohesive mechanical, electrical, and systems experience.

Thank you again for your help in making 2016 a great year – we're looking forward to continuing to work with you in 2017. I hope you all have a very Merry Christmas and a happy New Year!

– Duane Hendricks
Egan Company President & CEO

Pictured above: The Legacy Condominium Complex



DISRUPTING THE STATUS QUO THROUGH AN INNOVATIVE MINDSET

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In response, thank you. We're grateful our customers recognize this. Applying innovative practices happens intentionally. Delivering on this approach takes diligence.

In 2018, we've leaned heavily into innovation and Lean practices. If we can provide further value with our trade offerings, increase the efficiency of a service, or shorten timelines all together, it's our promise to do so.

Our newest Lean practices embrace our futuristic mentality to always be improving while maintaining our aggressive commitment to safety. We value being proactive with change, recognizing and encouraging idea fluency, and facilitating problem solving.

By creating an environment where the exchange and flow of ideas is not only appreciated, but also encouraged, we've applied the following Lean practices:

- **Implementing 5S Methodology:** the 5S system is a Lean manufacturing process designed to improve efficiency through organization; this practice has been most recently implemented in all our shops and warehouse.
- **Promoting My Good Idea:** through Egan's formal innovation program, My Good Idea, there have been over 200 business improvement ideas generated and shared within the first nine months of the year.

- **Eliminating Waste and Applying 30/30:** waste is found in everything we do – at work, home, and play. There are eight types of waste we address: defects/rework, over producing, waiting, not using employee talent/ideas, transportation, inventory, motion and extra processing. Most recently, the 30/30 Rule was applied on our jobsites. 30/30 is a method for eliminating waste that reminds us to have our tools, materials, or equipment within 30 feet or 30 seconds for efficiency.

By disrupting the status quo, we embrace innovation as an essential. Through the development of a continuous improvement mindset and fostering an environment where new ideas and efficiency improvements are welcome, innovation has become a part of the daily value we provide with our work and to our customers. ■

DO YOU HAVE AN IDEA?

Innovative ideas are welcome from all audiences, including our customers. If you have an idea for how we can provide more value or approach our work more effectively for you, please let us know: (add bit.ly link that goes to "Promises Kept feedback")

PROMISES KEPT

“Thank you for the quick service response Egan had to the backed up drain at our work house. Your team arrived on time and was able to clear out the drain. Egan was extremely professional and I appreciated working with a great team.”

– Greg DeMars, Anoka County

(The Egan team mentioned here includes: Plumber Trevor Whalen)

“I have worked in the construction industry for 15 years and have never worked with better electricians. Your team exceeded expectations and did a great job of keeping me informed of issues and concerns on the Nazareth project. It is refreshing to work with people who not only have a great work ethic, but great personalities and demeanor. I look forward to working with Egan on future projects.”

– Paul Krienke, PCL Construction Services

(The Egan team mentioned here includes: Electricians Troy Chapeau and Anthony Sailer)

“We are extremely pleased with the excellent crew working on our new equipment installation at Michael Foods. They are professional, knowledgeable, and easy to work with. They have exceeded our expectations as far as timeline and craftsmanship. We definitely want to work with Egan again in the future.”

– Stephen Downs, Michael Foods

(The Egan team mentioned here includes: Project Manager Tom O'Shea; Controls Technicians Casey Higgins, Tom Hildebrandt, and Jerry Varone; Electrician Mike Planton)

EFFICIENT, SAFE, PRODUCTIVE

Earlier this year, a team from Egan's Southern Minnesota office attended Southwire University in Charlton, Ga. Southwire University is a two-day training program that covers new and efficient electrical installation methods. Attendees leave with a better understanding of how wire installation can be completed with lower labor costs and improved safety.

Training included tours, seminars, and hands-on simulated jobsites. Egan employees learned about new and advanced electric wire products, applications designed to help order and install products, and state-of-the-art tools used to improve safety and productivity. Southwire University encourages attendees to discuss topics such as improving productivity and reducing material handling and waste on the jobsite. ■

“We went into great detail on learning new and efficient installation methods, such as how to install wire using the least amount of physical effort and manpower without causing any damage.”

– Ben Lochner, Egan Company Electrician

Pictured above: Southwire University training session





ROOMS WITH A VIEW

Downtown Minneapolis continues to grow in size as more high-rise buildings have joined its skyline in 2018. Former parking lots have converted into 20+ story apartment buildings in seemingly expedited fashion.



365 NICOLLET

A 30-story, multi-family and retail development located on historic Nicollet Mall. This contemporary, urban living space includes 10,000 square feet of street level retail space and 370 high-end apartment units.

SCOPE

- 16,000 square feet of glazed aluminum curtainwall system
- 120,000 square feet of pre-glazed windows and terrace doors
- Custom metal panel system: reveal seam wall panels, flush seam soffit panels, and composite wall panels
- All curtainwall and metal panels were prefabricated in Egan's shop



THE LEGACY

This lavish condominium complex overlooks the Mississippi River in the Downtown East neighborhood of Minneapolis. It is complete with a 17-story tower, eight-story midsection, and 14-story riverfront tower that boasts 374 total units.

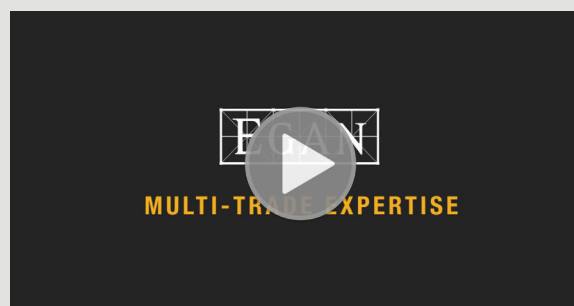
SCOPE

- 116,000 square feet of pre-glazed windows
- 400 terrace doors
- Custom profile flashing at each opening
- All curtainwall was prefabricated in Egan's shop



Left: Outside The Legacy Condominium Complex // Right: Inside The Legacy Condominium Complex

SPECIALTY TRADES SPOTLIGHT



Over 12 specialty trades and services under one roof – that's Egan Company! To highlight our skilled tradespeople and the wide scope of in-house offerings, we created a video series.

Take a few minutes to dive into the world of Egan's experienced trades!

- bit.ly/EganControlsElectricians
- bit.ly/EganGlassworkers
- bit.ly/EganOperatingEngineers



333 HENNEPIN (OPENING IN 2019)

Adding more depth to the Northeast neighborhood of Minneapolis, this 26-story apartment building is complete with 283 units and 6,000 square feet of street level retail space.

SCOPE

- 47,000 square feet of pre-glazed windows and terrace doors
- 7,400 square feet of glazed aluminum curtainwall and storefront
- 20,000 square feet of insulated metal panels
- 28,000 square feet of metal siding panels
- Glass handrails and miscellaneous interior glazing
- All curtainwall and storefront frames were prefabricated in Egan's shop



We're excited to celebrate the Associated General Contractors of America's (AGC) 100th year as a proud and dedicated member since 1988!



Left: Egan President & CEO, Duane Hendricks, with his grandson// Right: Egan Electrician, Tony Larither, and son

NOT YOUR ORDINARY SAFETY VIDEO

Staying safe is a commitment carefully woven into everything we do at Egan Company. It's a value we take pride in, continually seek to improve upon, and a part of our daily conversation. Safety binds us together.

Whether it's an employee's first day on the job or they're an experienced foreman, we believe the approach to working safe should always be the same. Safety first, safety always.

This summer, we decided to put a new spin on this foundational message for our employees. We teamed up with a local creative studio on a mission to do just that; to capture why Egan works safe, always.

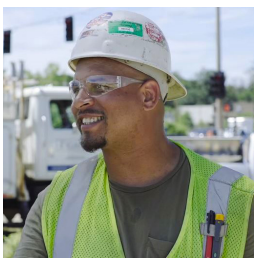
The video offers a glimpse into the lives of five employees and shows us "why" safety is our priority at Egan.

That said, we don't want to give away all the good stuff here. Check it out for yourself! ■

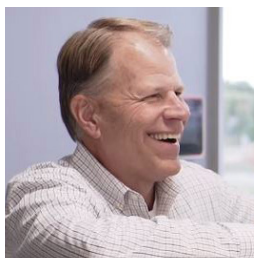
Watch Egan's safety video here: bit.ly/EganSafetyOrientation



Meet the featured Egan Employees



Dajon Logan
Electrician



Duane Hendricks
President & CEO



Jim Drummond
Plumber



Kari Gerstner
Production Supervisor



Tony Leither
Electrician

PROVIDING FOR THE FUTURE OF OUR INDUSTRY



Pictured above: Dunwoody College of Technology Graduation

Every year we support the communities we work and live in, as well as give back to the future leaders of our industry through various scholarships—it's a large part of who we are at Egan Company. At this year's Fall-a-Palooza customer appreciation event we provided a way for our customers to be a part of our commitment to support these future leaders. For every customer attendee, a donation was made toward a scholarship for an incoming Dunwoody College of Technology student.

Thanks to many valued business partners, we donated \$1,000 to the Egan Company scholarship fund for students in our industry at Dunwoody! ■

GRADUATION STATISTICS

- 98% job placement in field of study
- 11:1 student to faculty ratio
- 11.1 job inquiries per graduate
- \$44,750 average salary of a Dunwoody graduate

PROMISES KEPT

“Thank you to Egan’s team for their work on the M2 projects. Even with short notice, everyone showed up early and completed the work quickly and neatly. Thanks for the great service. I’m so happy to partner with Egan!”

– Janine Crump, General Mills

(The Egan team mentioned here includes: Electricians Scott Smith and Ted Manning)

“I would like to thank Egan for their efforts on our Entersyst Oven Controls upgrade. Your team has done an outstanding job and have shown great professionalism. They have invested an extraordinary amount of work to complete this job on time and within budget. I know we made the right decision to choose Egan Company and I look forward to working with you and your team on future projects.”

– Kevin George, Lunds & Byerlys

(The Egan team mentioned here includes: Controls Engineers Chris Kissling and Mic Johnson)

“I would like to recognize Egan for their outstanding services provided to our business. They eased our stress by communicating well while installing a sprinkler system quickly and properly. They also provided input regarding questions we had on the operation of the system. We greatly appreciate Egan’s positive and supportive attitude.”

– Dan Madsen, Garage Bar & Bowl

(The Egan team mentioned here includes: Limited Energy Technician Matt McCabe)