

## Giving Back to the Community

### GH Phipps Charity Golf Tournament Raises \$25,000 for Safe2Tell®

GH Phipps' Fifth Annual Charity Golf Classic was a huge success thanks to 140 golfers and sponsors, enabling us to present Safe2Tell® with \$25,000.

Special thanks go to the Colorado Springs Country Club, our tournament day volunteers and GH Phipps' own Linda Champlin-Frank, Kim Kenyon, Kevin Hups, Greg Collier, Micheline Keogh, Daniele Curtiss, Lisa Knight, Michelle Burghardt, Mark Thomas, Victoria Hatfield, Mike Hester and Michael Hajek.

#### Safe2Tell®

Safe2Tell® is a 501(c)(3) not-for-profit organization providing school safety and prevention initiatives that provide training and awareness about at-risk behaviors, lessons learned, emerging issues facing young people and best practices for school safety. Safe2Tell® opens the line of communication between young people and adults, allowing them to report concerns for their safety or the safety of others in a way that keeps them safe.

Safe2Tell® is a simple and yet profound solution for school and community safety. As a direct result, some of the outcomes include: 28 planned school attacks prevented, over 263 interventions for students contemplating suicide, 202 weapons recovered, 436 reports of drug/alcohol abuse by minors and the list goes on.

For more information about Safe2Tell®, visit [www.safe2tell.org](http://www.safe2tell.org) or call 719-520-7435.



The Team from Bible Electric took first place honors. Left to right: Kevin Wise, Dale Luiten, Robert Chadwick and Darin Bible.

### Extreme Makeover Extremely Rewarding



Denver's Extreme Community Makeover (ECM) is designed to invite volunteers into a partnership with residents of specific Denver neighborhoods where some of the residents struggle financially to complete home and neighborhood improvement projects. These projects include graffiti removal, landscaping, painting, yard work or other projects identified by the residents.

GH Phipps' employees and family members joined other volunteers to clean up alleys on 15 blocks and remove graffiti on 45 blocks in the Barnum neighborhood in West Denver.

ECM encourages neighbors to interact with one another as they are all outside on this one particular project day. It gives homeowners a different outlook

not only on their properties, but on their neighborhood as a whole.

The program has witnessed 10,000 volunteers who have worked with families to complete 1,000 projects since ECM began in 2008. One of the impetuses for the ECM initiative is to stabilize the community and to protect it from gentrification which displaces low-income families and small businesses.

"The neighborhood resident we worked with had no idea that we were going to come and completely tidy up her backyard. She was quite overwhelmed and very appreciative which really makes ECM so worthwhile," said Victoria Hatfield, GH Phipps' Business Development Director. "It also made for great camaraderie working with other employees and their families."

### Biking for Health Causes

The GH Phipps/McCarthy seven-person team rode 157 miles in three days raising \$4,863 for Children's Hospital Colorado in this year's Courage Classic. The total raised for the 2011 Courage Classic was over \$2.3 million.

Courage Classic fundraising supports parents and families, offers financial access to care for children in need and research leading to more effective treatments for childhood illnesses. A portion also helps patients with physical disabilities to experience physical challenges through activities like skiing, snowboarding, fishing and cycling.



Left to right, front row: Jerry Leonard, Jim Behmer, Gregg Behmer, Chris Guillan. Back row: Tim Feldmann, Tim Brandt, Bruce Schneider.

The Good Sam Bike Jam raises money every year for Exempla Good Samaritan Medical Center Foundation's Cardiac Care Fund. The one-day ride has routes for every level of rider, ranging from one of the toughest century rides in Boulder County to a new bike-less route for walkers. The routes include 100, 62, 45, and 32 miles for bikers and a 3.6 mile walkers route. This was the 5th year for this event. GH Phipps was not only a sponsor, but also had a large group of enthusiastic participants.



Pictured left to right: Mike Schneider, Bruce Schneider, Suzanne Martinez, Lisa Quaranta, Erin Hakes, Jeremy Hakes, Tony Quaranta, Dana Leonard, Jerry Leonard, Mike Guillan, Matt Paull, Jeff Ellis, Shaana Ellis, Danielle Curtiss, Alyssa Partridge, Elizabeth Dreher, Gregg Behmer, Hyun-Jung Behmer, Ted Laszlo and Kurt Klanderud. Not pictured: Brian Cass, Greg Orr and Kelly Lockner.

To contact GH Phipps Construction Companies, call 1-877-5PHIPPS or visit [www.GHPhipps.com](http://www.GHPhipps.com)

Printed on recycled paper

First Class Mail  
U.S. Postage  
PAID  
Englewood, CO  
Permit No. 152

5995 Greenwood Plaza Boulevard  
Suite 100  
Greenwood Village, CO 80111-4710

**GH Phipps**  
CONSTRUCTION COMPANIES



## Denver Museum of Nature and Science Dynamic Measures Protect Dioramas at the Museum

### New Fire Detection System

"Our goal was to be invisible to visitors and not detract from their museum experience as we replaced the fire suppression and detection system throughout the facility," said Tim Feldmann, GH Phipps' Project Manager.

Museum management is entrusted with the critical responsibility of protecting and preserving their institution's collections, staff and visitors. Constant attention is required to minimize adverse impact due to humidity, temperature, theft, vandalism, decay, and fire. Fire constitutes the most serious concern because of the speed and totality of its destruction.

The GH Phipps team went behind every diorama to assess issues for the installation of new fire detection/suppression systems. In collaboration with the Museum's Collection and Facilities staff, the extent of protection required was determined for the dioramas, collections, and other back-of-house systems.

In order to protect the collections and visitors, the GH Phipps team erected hospital grade temporary dust partitions, including the use of HEPA (High-Efficiency Particulate Air) vacuums and



negative air machines used for containment of airborne contaminants.

Test procedures were used to determine the best method for cutting through the expanded metal lath and plaster of the diorama shells in order to eliminate the possibility of damage to the shell and contents, minimize vibration, mitigate dust generation and to ensure proper installation of the new fire system. Custom vacuum attachments were developed to match hole sizes and better control the dust.

"Our team did extensive discovery work in the public areas of the exhibit halls to determine the in-wall and above-ceiling conditions, allowing us to precisely plan every aspect of the project in order to provide the most efficient installation

possible," said Tom Lough, GH Phipps' Superintendent.

The fire detection system installation for the Phipps IMAX Theatre was completed in the early morning hours so as to not disrupt the Museum's daily operations.

The Atria space is where the majority of the visitors are on a daily basis, so a second shift was deployed to avoid impacting this busy area. Boom lifts were brought in after 5:00 p.m. and taken back out in the early morning hours before the museum opened for the day.

While invisible to visitors, the new fire suppression system meets life safety standards and will provide effective containment if needed for the Museum's collections and dioramas.

### Ground Breaking For New High-Tech Education Facility

The Denver Museum of Nature & Science broke ground September 13, 2011 on its new Education and Collections Facility on the south side of the Museum. GH Phipps will build the 40,000-square-foot, three-story Science Engagement Center housing two floors of high-tech science activity facilities for kids in preschool through 8th grades. The third floor will contain a new exhibition gallery for large-scale temporary exhibits. The addition will also enable underground storage of 1.4 million artifacts in a 60,000-square-foot space called the Rocky Mountain Science Collections Center.



George Sparks, President and CEO of the Denver Museum of Nature and Science, breaks ground in a big way for the new Education and Collections Facility.

## Unites States Air Force Academy Cadet Gymnasium Modernization

GH Phipps and B&M Construction joined forces under the SBA's Mentor Protégé program to complete extensive phased renovations and upgrades to the United States Air Force Academy Cadet Gymnasium, addressing changes in athletic education, building and system issues, LEED requirements and current building codes. The Cadet Gymnasium is used for physical education classes, intramural and varsity practice and competition.

The project required new and repaired concrete and masonry walls, structural floors and structural steel framing, interior windows, interior finishes, lockers and shower partitions.

The natatorium pool needed repairs and upgrades including ceilings, tile flooring, diving tower, pool equipment and tiles at pool walls and bottom.



The eight-lane Olympic swimming pool built in 1958 was leaking and required structural forensics and investigations for pool structural repairs. GH Phipps deployed a grid of seismic and acoustic sensors to locate leaks. The entire thick set tile assembly on the deck, walls and bottom of the pool was then removed requiring extensive dust control. Conveyor systems removed the debris from the pool area, taking care to not impact hallways that were used by Cadets, Staff, Coaches and Faculty.

The deck space was widened on one side of the pool requiring construction of a new foundation and structural support wall for rows of seating above. Installing this new structure involved coordination of utilities, removal of additional debris and pumping concrete through 300 feet of pipe laid in occupied hallways.

The divers' jacuzzi-sized warming pool required dropping it through the basement ceiling into a congested mechanical room while keeping mechanical systems operational.

An existing large gymnasium was split into two specialty gyms and the discovery that the existing long span joists had lead-based paint required abatement.

A new fire suppression system, fire

detection, and alarm system was installed along with new and refurbished HVAC systems.



Building Information Modeling was used for shoring of the concrete decks for the dive tower platforms and to provide a layout for support beams. The shoring was built to support the concrete formwork for the platforms.

## Grand Openings

### Aims Community College Horizon Hall



A grand opening ceremony was held in May for the completed renovation of Horizon Hall, designed by DLR Group and constructed by GH Phipps.

The renovation included 16,500 square feet of state-of-the-art classroom audio/visual and computer smart board technology for an enriched learning environment. The new building will be used for Science, Technology, Engineering, and Math programs.

Energy efficient windows and entrances were installed on the east, west and south sides of the building, taking advantage of natural light and enabling reduction of energy consumption.

The interior renovation includes a faculty office suite and student break and study areas, and incorporates new partitions while keeping much of the original 1973 cast-in-place concrete core and shell intact. The two building entrances were redesigned with inviting exterior benches and planters, and an outdoor terrace provides outdoor seating spaces. New mechanical and electrical systems were also installed.

### Gottlieb School Building



The Colorado School for the Deaf and the Blind in Colorado Springs is a state-funded school within the Colorado Department of Education. The school was established for the purpose of providing comprehensive educational services for children, birth to age 21, who are blind or low vision and/or deaf or hard of hearing. The educational programs emphasize academics as well as social and emotional development to assist students in reaching their personal goals.

The Gottlieb school building, which is one of 17 buildings on campus, was renovated to make it safer, more deaf-friendly and technologically up-to-date.

GH Phipps recently completed the addition on the southeast corner of the building providing space for a two-story media center, shared science lab for middle school and high school, and offices for administration.

A green roof extends out of the science lab to support the environment and allow for student experiments.

### Fort Lupton Readiness Center



The Colorado Army National Guard held ribbon-cutting ceremonies and opened a new Readiness Center in the town of Fort Lupton.

GH Phipps' completion of the 35,000-square-foot Center makes it one of five readiness centers used to house elements of the First Battalion, 157th Infantry, the Colorado National Guard's newest light infantry unit. It will serve 131 citizen soldiers, and offers an assembly hall, classrooms, a library, learning center, kitchen, recruiting office and fitness area. It will also serve as a venue for community social events and as a disaster relief command center during state emergencies.



### Special Projects Boulder Rural Fire



Boulder Rural Fire Protection District moved into a new Central Fire Station in August. Grand opening ceremonies were combined with their annual spaghetti dinner fundraiser in September.

Boulder Rural outgrew its facility which was a reconditioned agricultural barn. A vacant two-story office building was remodeled by GH Phipps Special Projects Team as a new station housing equipment, sleeping and living quarters, training space for educational classes, physical conditioning competency evaluations, simulated emergency training and meeting space for community groups and public activities. It will support faster response times and better customer service.

**New LEED™ Projects**

- Colorado State University Research Innovation Center Fort Collins, LEED™ Gold certified
- Colorado Army National Guard Readiness Center Fort Lupton, LEED™ Gold certified
- AIMS Community College College Center Greeley, LEED™ certified

## Everything Old Can Be New Again: Innovation and Creativity for Green Renovation of UCAR's Anthes Building

The University Corporation for Atmospheric Research (UCAR) completely renovated the Anthes Building which houses the Research Applications Laboratory (RAL). RAL serves both the science and operational communities for the transfer of weather and climate-related technologies.

RAL's current research emphases are in-flight icing, snowfall and freezing precipitation, convective storm and rainfall nowcasting and forecasting, atmospheric turbulence, numerical weather prediction, remote sensing, data assimilation, surface hydrology, land-surface modeling, precipitation physics, ceiling and visibility, oceanic weather and verification methods.

One of UCAR's goals is to convert older buildings that are less energy efficient into low-impact structures that conserve natural resources and improve the quality of indoor spaces.

Anderson Mason Dale (AMD), the architect of record, designed the renovation to LEED™ Gold standards to enhance occupant comfort and health while reducing fossil fuel consumption. LEED™ provides building owners a concise framework for identifying and implementing green building design, construction, operations and maintenance solutions.



The building transformation included converting office space into high-performance advanced-technology spaces while incorporating green building features.

The end goal of a green refurbished building is to create an air-tight, heat-confining seal known as a thermal envelope. A well-maintained thermal envelope reduces energy waste and overall heating costs. The open space for parking underneath the Anthes Building presented a unique challenge in creating a thermal envelope. Extra insulation was installed under the floor which sits above the parking area in order to meet the criteria. A fire sprinkling system was added to the parking area to protect the floor above it.

The building now houses 150 individual offices and common conference rooms. The interior was fitted with sophisticated building control systems for the mechanical and lighting systems. Photo sensors were installed which reflect occupancy activities and reduce

the amount of energy used for illumination of interior spaces. Outdated inefficient lighting fixtures were also replaced.

Photovoltaic array panels were installed on portions of the roof that could accommodate the added weight, and a horizontal life line was installed for safety when servicing the panels.

Additionally, the data system, fire suppression systems, life safety upgrades, and central plant were boosted including new ductwork above ceiling.

Exterior windows were replaced with low-e-coated clear insulated glass. On the interior, the architect used frosted glass in the offices that allow light into the corridors and then into the interior conference rooms while still giving occupants their desired privacy.



The mechanical system was transformed into a high-performance low-energy consumption system by incorporating a ground source heat pump geothermal exchange. Utilizing the earth as a heat source (in the winter) or a heat sink (in the summer) will boost efficiency and reduce the operational costs of heating and cooling systems. To reduce heat gain on affected facades, perimeter insulation was enhanced and windows were reframed and glazed to reduce air conditioning loads.

Other green features include materials locally sourced and paint and carpet that emit low levels of volatile organic compounds. The drywall, carpet, cardboard, asphalt and ceiling tiles that were removed were recycled so as not to be tossed into a landfill.

The project managers from UCAR involved the entire team in the project from the outset, and this approach has facilitated a greener building at lower cost.

## Executives' Corner



Kurt Klanderud  
President

### October is National Employee Ownership Month

As GH Phipps is an employee-owned company, I want to highlight the power and benefits of employee ownership.

Employee ownership has become a foundational element of who we are and the decisions we make every day. Because employee-owners share in the benefits of company success, they have come to understand how what they do directly impacts the company, and what impacts the company directly impacts them.

In our ESOP, all shares of the company stock are held by a trust. Within the trust, the shares are allocated to employee accounts. The shares are held in trust for the employee and redeemed

when the employee leaves the company. The stock is valued each year by an independent firm, so as stock value grows, the employee account balances grow.

In terms of bottom line results, we have thrived and flourished and I attribute much of this success to employee owners who are ensuring our company is moving forward.

Research confirms that employee ownership leads to increased productivity, greater employment stability, increased job satisfaction, motivation, workplace participation and increased productivity and profitability.

In addition to the potential boost in productivity, ESOPs can attract and retain key management and employees, which is particularly important in knowledge and service-driven companies like ours.

Some of the characteristics of companies where ESOP's work well are:

- Strong, consistent cash flow
- Good management team
- Little to no permanent debt
- Relatively large payroll base
- Alignment of shareholder and employees' interests
- Adequate capitalization in place to sustain future company growth

## The Power of the Employee Stock Ownership Plan (ESOP)



In 1993 Gerald H. Phipps generously turned over ownership of GH Phipps to the employees. Today we have over 120 employee owners.

With the proper application, an ESOP can have a positive impact on a construction business and even enhance its surety program. An important part of a contractor's business is the ability to obtain surety bonds.

Before a surety company will issue a surety bond, it must be satisfied that



the contractor runs a well-managed, profitable company, deals fairly and performs obligations. Some of the benefits of an ESOP in the eyes of the surety include the use as an ownership transfer vehicle that is part of a continuity plan, an incentive plan to retain key employees and work crews, and the potential to enhance the financial wherewithal of the contractor.

Contractors have business issues similar to all other successful businesses: hiring and retaining good employees; completing projects on-time and in-budget; and achieving profitable growth. In terms of long-term viability, ESOP's allow a company to continue to operate intact as employees build value in ownership of the company.

GH Phipps and our employees are committed to the long-term sustainability of our company and this translates into a deep commitment to delivering the highest results to our clients. We truly understand that long-term relationships are the cornerstone to our continued success and the success of our ESOP program.

Kurt Klanderud  
President

## New "Green" Visitors Center Opens at Rocky Mountain Arsenal

The U.S. Fish and Wildlife Service hosted a ribbon-cutting reception on May 26, 2011 to introduce the new "green" visitor's center at the 5,000-acre Rocky Mountain Arsenal National Wildlife Refuge that will be an urban showpiece for the American West's wildlife system. GH Phipps and B&M Construction were honored to have worked on the project.



Notable guests and speakers included Ken Salazar, U.S. Secretary of the Interior; Colorado Governor John Hickenlooper; Nancy Sutley, Chair of the White House Council on Environmental Quality; Greg Siekaniec, U.S. Fish and Wildlife Service Deputy Chief; Peggy O'Dell, National Park Service Deputy Director, Operations; Mark Mahoney, Director of U.S. Army Office of Regional Environmental and Governmental Affairs-West; Paul Natale, Mayor of Commerce City; and Ray Collins, General Manager for Shell Oil Downstream.

GH Phipps and B&M Construction formed a joint venture in the Small Business Administration's (SBA) Mentor Protégé program which enhances the capability of a certified 8(a) small, socially- and economically-disadvantaged and minority-owned businesses to compete successfully for federal government contracts.

"We are proud to have been a part of a project that offers so much to the community," said Kurt Klanderud, President of GH Phipps. "To be able to experience a large expanse of nature, recreation and education this close to Denver is a testament to the collaboration between the U.S. Army, Shell Oil Company and the U.S. Fish and Wildlife Service."

The new state-of-the-art Visitor Center is located on a southwestern portion of the refuge designated as the Prairie Gateway Entrance. The Visitor Center offers exhibits about the Arsenal's history and wildlife, interpretive classroom and an Arsenal museum.



Powered by solar panels and geothermal heat, the 12,500-square-foot Center is the gateway to miles of prairie, woods and wetlands that is home to deer, coyotes and hundreds of bird species. The Visitor's Center features an observation deck, aviary, auditorium and exhibits chronicling arsenal history. Native plants surround the building, and recycled materials were used throughout the building.

The Rocky Mountain Arsenal is a former weapons manufacturing facility for the U.S. military started after the bombing of Pearl Harbor. The facility produced mustard gas, lewisite, chlorine gas and more than 100,000 tons of incendiary cluster bombs, nerve gas and rocket propellant. For three decades, Shell Chemical Company manufactured herbicides and pesticides in a shared facility.

The government designated the Arsenal as a Superfund site in the '80s, and the



Ken Salazar, U.S. Secretary of the Interior; Kurt Klanderud, President of GH Phipps; and Barbara Myrick, President of B&M Construction attended the ribbon-cutting ceremonies.

Army has been conducting comprehensive environmental cleanup at the site.

Wildlife flourished on the land when the base closed due to limited human activity. With its close proximity to Denver, the Rocky Mountain Arsenal National Wildlife Refuge has become a welcome location to experience nature.