

## Keeping Track of Your Nest *-Tom Novak*



*Brent Callahan's son Trevor with dog, Scooby at the Animal Humane Doggie Dash.*

**M**ost of you just received an announcement from John Gleeson of the changes to our 401k Retirement Plan for 2013. The Company will be increasing our match to 50% of 8% of personal contributions. If you set aside 8% of your pay for retirement, you get a 50% return on your money via the corporate match. So now is the time for you to ask if you have enough “eggs in your nest” for retirement? The earlier you start setting aside for retirement, the easier it will be to end up with a full nest when you retire.

At the other end of the nest story, Debi and I just sent our youngest child off to college this Fall. We are getting a lot of congratulations on being “Empty Nesters”. I’m not sure what birds do when their kids fly away, but Deb and I are enjoying our newfound freedom for ourselves. For starters, the house or nest seems a lot bigger! There also is some extra time on our hands to do the things we want to do.

A great deal of our success at Klinger is about doing our pre-task plans each day before you head into your work activities. Klinger makes planning a part of our work so we can be safe, productive and help ensure we do the work task right the first time. Everyday at work involves planning. But how are you doing planning for yourself, for your future? There was a study done by the noted behavioral

scientist, Gerald Bell, of seventy year old executives of what they would do differently if they could live their lives over again. Their #1 reply was take charge and set goals earlier in life. Life isn’t practice, it’s the real thing. #2 was take better care of their health, and #3 was manage their money better.

Today our 40-45 year work careers lead to 15-20 year retirements. With people living longer and longer, we may have closer to 30 years of retirement. Retirement is a big piece of our life these days so you need to have a plan for yourself that includes personal and financial goals. Financially, we all need to think ahead for our future needs in retirement. The Klinger Companies 401k Plan now has over \$33,000,000 in it for an average of close to \$80,000/per person. This is good but we all should improve our futures even more. The most common % set aside is 6% and this makes sense since 6% is where the current match is. We are proud of the fact that ranked by Principal, Klinger has one of the best plans offered by a construction company in their national network of companies. But having a top ranked plan doesn’t stop us from making the plan even better. That is why we are enhancing our plan to match 50% up to 8% of personal contributions starting in January 2013. We want to ensure that everyone does all they can for their financial future.

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Take for example **Steve Erb** who retired from Klinger in 2008. Steve started with Klinger as a Carpenter in 1985 and was a Foreman at retirement. Steve started contributing at the 401k plan when it was started in the 1990s. Steve says "It is amazing how much the 401k grows over time if you leave it alone. I wish I would have put in more." Steve also is happy he had a 401k because he says "It is providing me an income where I can do the things I want and still am able to save some money monthly for my granddaughter's education or other special things I may want." Steve's advice is do not count on entitlements like social security to save you. He has some friends that counted on social security alone for retirement and they are struggling to get by. On the personal side, Steve also is plenty busy raising his granddaughter and doing small construction projects. He is as busy as ever.

**Fred Malcolm** also benefited from being in the 401k. Fred was a Project Manager and retired in 2009 after 25 years at Klinger. Fred says the "401k was the best thing that happened at Klinger when it was started. With social security and the 401k my income is the same as when I was working. The 401k plan worked out better than I had hoped." Fred says he wished the 401k would have come along sooner in his career as he did not think about retirement in his early work career prior to Klinger as much as he should have. Fred's recommendation is "the earlier you start the better and put in a higher % than the 8% for the match if you can." Fred also is keeping very busy in retirement. He is involved in several volunteer work projects including helping one of PBJ Family Services new programs which Klinger is a part of. He also is the go to guy for home

remodeling projects for the family.

On the personal side, even though life can be overwhelming with working and raising a family (and even caring for extended family), what hobbies, habits, or passions do you have for yourself down the road? For me as an empty nester, I get warm-up practice with some of my new found time at home and have ideas of what I want to do. We will see how well it goes. I maybe will start a carpentry project now that my shed lost the weight set and storage boxes from my kids, I may even get back to playing a musical instrument which I retired the first time at the age of 11, and I have a desire to play a little more golf. It did take a lot of planning over the years to make sure I had a future work space, a piano (an heirloom in Deb's family that nobody else wanted), and kids with golf clubs that are striving to beat up on Dad.

So my advice is be active on planning for your future. In addition to planning, take action. William Danforth, founder of Nestle' Purina said it best, "No plan is worth the paper it is printed on unless it starts you doing something." John Maxwell, business author says, "The plan is the track, the action provides the traction." So make sure you have a plan and take action! Be ready for hearing about the different nests down the road. Make sure you have a plan for yourself when the kids leave and your nest is empty. Whether it is a hobby, learning something new, or volunteering, have a plan for your future. More importantly, make sure your financial nest is full of eggs for an enjoyable retirement. Take advantage of the 401k available to you at Klinger. Participate in the new higher match to help enhance your retirement financial future. If you have not signed up to contribute to

the 401k, talk to your supervisor to get a form and sign up. Take the advice of both **Steve Erb** and **Fred Malcolm**, start early and contribute towards your future as much as you can. You will be glad you did.

### Klinger Welcomes New Superintendent

— Shirley Anderson

Robert Garber joined Klinger with 28 years experience in the industry. He began working residential construction in southern California where he grew up. He then started working in commercial construction and continued on after moving to Washington state.



Robert moved to Albuquerque in 2000 mainly because of the awesome climate and snow. Since starting, Robert has worked with Carson and crew down at PNM and completed a demo project for the Lowes Call Center. He's currently starting our second project for TIG, a tenant at the Gateway Business Park.

Robert enjoys spending time with his 10 year old son and hopes to be hitting the NM slopes this winter. Bring on the SNOW!

## Klinger's United Way New Mexico

Thank you to all Klinger employees who have supported the United Way of Central New Mexico Community Fund in previous years. All of our donations, large and small make a huge difference in the lives of so many who benefit from these amazing programs.

### KLINGER NM

Enrique Acosta	Lee Griego	Robert Padilla
Joe Aguirre	Greg Guillen	John Patterson
Clarence Allen	Mari Gutierrez	Jose Perez
Byron Alvarez	Tim Hager	Rogelio Perez
Byron A Alvarez	Paula Hayden	Joseph Peters
Shirley Anderson	Zachary Haynes	Oscar Ponce
Lisa Anglada	Jose G. Hernandez	Ivan Quevedo
Omar Anguiano	Juan A. Hernandez	Angel Ramirez
Monica Banghart	Richard Herrera	Ramon Ramirez
Bill Barlow	Ruben Hernandez	Vicente Ramirez
Dave Benton	Pete Jacobson	Joe Reed
Carl Benward	Jeff Kardas	Sergio Reynosa
Rene Byer	Laszlao Katona	Rob Ridenour
Art Candelaria	Adam Leyba	Jose Rivas
Peter Candelaria	Joel Loes	Luis Carlos Romero
Adan Castillo	Gerald Lopez	Hector Ruiz
Joaquin Castillo	Dan Lowe	Francisco Sarmiento
Abdenago Chaparro	Gilbert Lucero	Ray Smith
Phil Chavez	Andres Lugo	Jason Tabbert
Ronald Clevenger	Jessie McGuinness	Carson Templeton
Johnny Cooper	William McComb	Hilda Toledo
Renato Dacpano	Mark Maestas	Antonio Trujillo III
Jose De Anda	Mario Marquez	Rufino Urquidi
Hector Franco	Mario Manriquez	Atiliano Valenzuela
Edgar Garcia	Fernando Maese	Francisco Vasquez
Sergio Garcia	Daniel Mariscal	Juan Velez
Joel Gardea	Mathew Martinez	Steven Vogel
Humberto Gamboa	Eugene Miera	Gene Whipple
Alejandro Gandarilla	Robert Moen	Kurt Walters
Larry Gastian	Daryl Morrill	Michael Wiley
Eli Gonzalez	Tom Novak	Alan White
Federico Gonzalez	Sean O'Connor	Roberto Yzquierdo
Ervey Gonzalez-Quintana	Jon Olson	

### United Way Arizona

Thank you to the Klinger employees in our Arizona office that contributed to Valley of the Sun United Way. We proudly continue our support to all the communities we work in.



### KLINGER AZ

Eric Chavez  
Martin Dominguez  
Adam Kinder-Martin  
Ben McEachern  
David McEachern  
Jacob Martinez  
Becky Ned  
Tom Novak  
Michael Peterson  
Danielle Rodriguez  
Izaak Rohman  
Christopher Sandoval  
Robert Santillanes  
Ronald Simonis  
James Standlee  
Mark Stugen  
Frank Tuccy  
Anthony Trujillo  
Jim Werkmeister  
Jon Wilfred  
Shelly Yazzie

### PNM Downtown Tenant Improvement

— Carson Templeton/Mark Maestas

With the 1<sup>st</sup> set of prints and the 1<sup>st</sup> city permit issued on June 8<sup>th</sup>, the PNM renovation job is already nearing completion. The schedule has been very tight and the challenges by the hour.

A monumental collaborative effort between PNM and the Klinger team has produced outstanding results. Overcoming all challenges including hidden concrete vaults, asbestos, an occupied building, day and night noise restrictions and parking issues, the team pushes forward without complaining. It has taken 50 men on day shifts and 25 men on night shifts six days a week to stay on track.

We've created a dream team sub-list. It has taken that group to handle 12 floors at 15,000 SF each, seven



Pictured above at PNM: Carson Templeton, Angel Ramirez, Vicente Ramirez and David Ruybal.

different phases, hundreds of inspections and the need for seven different Certificate of Occupancies so the owner could occupy areas. All this while the owner allowed no noise during work hours, relocated hundreds of employees in and out and installed over \$1,000,000.00 of office furniture.

It has stayed together due to outstanding meetings and the field leadership of **Carson Templeton**. In the field **Angel Ramirez** and **Vicente Ramirez** have been the key people that we have counted on to lead our Klinger group through this effort. Key subcontractors that are on this dream team are Commercial Enterprises, Miller Bonded,

Chaparral Electric, New Mexico Acoustics, Coronado Decorating and JTC Painting. Congratulations Team and thank you for working safe!

*Pictured far left: The Skybridge Demo that was another one of the hurdles.*

### Bicycle Technologies International (BTI) in Santa Fe

— Mark Maestas

**Joe Aguirre** and his crew are doing an excellent job and are on schedule to complete the project in February 2013. Bicycle Technologies International's new office and warehouse building is located near Santa Fe Community College with a 9,992 SF office and a 37,500 SF



## Projects Under Construction

warehouse building. Joe has been doing an great job preplanning and has completed all concrete and steel erection quickly and efficiently. Klinger has teamed with D/P/S Architects on this design-build project. Also working on the Santa Fe project are, **Juan Hernandez, Eli Gonzalez Jr. Rodimiro Pena, Mario Marquez, Adrian Tsinnijinnie, Sergio Garcia, Francisco Vasquez, Carl Benward** and **Abel Marquez**. Thanks team for all of your hard work!

### News From Arizona

— *Jim Werkmeister*

Klinger continues its work on its main projects here in Arizona, while diversifying into smaller site projects. Two of the main projects will be largely finished in late December, then it is on to tool install and whatever site projects we can get.



*Klinger's Arizona Office*

*Mario Marquez at BTI*



The miscellaneous steel project is rapidly coming to an end under the leadership of **Jared Tabbert, Pete Jacobsen, Lou Henckel, James Standlee, and Jacob Martinez**. It's been a long year on a very difficult project, but things should be wrapped up by January 1<sup>st</sup>.

Meanwhile, the big Subfab Waste Laterals project is scrambling to get its work tested and turned over by December 22<sup>nd</sup>. There will be a

couple of remaining laterals to tie in and test after the first of the year, but Klinger must wait for others to complete their work on these systems before completing our project. The important thing is for Klinger to get all of its available scope finished by December 22<sup>nd</sup>. **Javier Garcia, Albert Gonzalez, Ivan Quevado, Jesus Saenz, and Dan Lowe** are leading this effort for a timely completion.

**Chris Sandoval** is working on a handful of small electrical projects here as we work to grow the electrical workload and his crew. The electrical crew also has some bids pending funding from the owner.

**Dave Benton, Lee Griego, and Adam Waquie** made an appearance in October to complete a very tricky installation of a structural steel mezzanine in an active building. After much initial planning and discussion of contingencies, the



*BTI in Santa Fe*

## Projects Under Construction

smooth installation of the steel was almost anti-climactic. The client was very pleased and passed on their compliments to the crew. **Juan Corral, Juan Miranda, and Thomas Pimental** rounded out the crew. Great job, guys!

### **Presbyterian Kaseman Behavioral Health TI**

– *Joel Loes*

**Johnny Cooper and Jose Hernandez** are in the middle of the second and final phase of the Behavioral Health Unit renovations at Kaseman Hospital. The five week phase includes minor demolition of partitions and casework with the installation of new casework by OGB Millwork and sheet vinyl flooring by Business Environments. The project will complete in early December returning the unit to full capacity.

### **French Mortuary In Rio Rancho**

– *Alan White*

Klinger is rapidly approaching the completion of the new funeral home in Rio Rancho for French Mortuary. The 6500 SF building is certainly noticeable from a distance thanks to its distinct terra cotta colored fascia panels on the clearstory level and prominent southeast facing curtain wall. Although this project is not large in size it is not small in



*Joaquin Castillo and Antonio Trujillo at French Mortuary*

details. Superintendent **Antonio Trujillo** has done a fantastic job making sure each mechanical and electrical item was roughed in properly and all architectural details were strictly followed. Thanks to Klinger employees **Greg Guillen, Juan Hernandez, Matt Martinez, Joaquin Castillo and Rufino Urquidi** for their tenacious efforts throughout the duration of the project. Thanks also to a subcontractor team including All Wood Construction, Sun Ray Construction, All American Enterprises, Southwest Glass & Glazing, Buck Duncan Construction, Lente's Painting, Sundance Mechanical and MCO Electric. The facility will be complete at the end of November and will be open to accept 'customers' at the beginning of the new year.

### **First Unitarian Church Sanctuary Addition**

– *Joel Loes*

The 9,000 SF addition to the First Unitarian Church of Albuquerque campus, aims to be the first LEED Silver church in Albuquerque when construction completes in mid-April 2013. **Larry Gastian** is leading the field operations which are in the middle of structural concrete and steel erection. Forney Welding delivered the steel package early which allowed Klinger crews to accelerate and get ahead of schedule early.

Building on a previously developed site allows First Unitarian to score substantial points in LEED, and with particular attention to designing energy efficient MEP systems, water saving fixtures and Enhanced Commissioning, Mullen Heller Architecture has designed a sanctuary that the church can be exceedingly proud of.

Key subcontractors include: Pelletier Construction, Coronado Decorating, Premier Fire Protection, TLC Plumbing & Utilities, Mechanical Concepts and Surge Electric.

### **Animal Humane Association of NM**

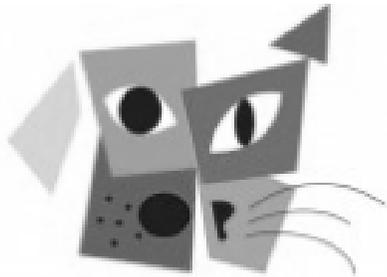
– *Paula Hayden*

As the selected general contractor for Albuquerque's Animal Humane

**WORK  
SAFELY**

## Projects Under Construction

New Mexico project, Klinger has been involved in the preliminary design and budget process of this project for approximately one year. This master planned project adds a new 10,000 SF building which includes 4,000 SF of administrative offices and 6,000 SF state of the art dog adoption facilities. "Project Humane" is 100% donor funded and the Adoption Facility is the first of five total phases.



**Animal Humane**  
NEW MEXICO

The building permit was issued the first week of November and construction began immediately. **Jason Tabbert** will supervise this



*Santa Fe Animal Humane*



*Morning warm up at First Unitarian: left to right, Carl Benward, Byron Alvarez, Jesus Villa, Byron Alvarez Jr., Ruffino Urquidi, Ken Rael and Victor Roman.*

project. He and his crew will self perform the concrete, carpentry, and metal building erection. Phase I construction is expected to be complete by May 15, 2013.

### **Caterpillar CleanAIR System Santa Fe**

– Paula Hayden

Building maintenance work continues at Caterpillar. **Bill Barlow** will supervise the receipt, offload and placement of a 12,000 pound oven in the coming weeks. The newly constructed Sand Blast Room will be demolished to make room for new laser equipment. The Sand Blast Room work will be completed by year end. Mechanical and exhaust work is ongoing as equipment is upgraded or changed.

Thanks to **Art Candelaria** and **Jessie McGuinness** for doing a great job working around an

operating manufacturing facility. The team has represented Klinger well and as a result, we expect to continue providing building maintenance to Caterpillar in the future.

### **Santa Fe Animal Shelter & Humane Society Veterinary Hospital & Clinic**

– Paula Hayden

Klinger began construction on the new 10,186 SF Santa Fe Community Veterinary Clinic and Animal Hospital in late August. The Santa Fe Animal Shelter is the largest animal shelter and care facility in northern New Mexico, which serves more than 10,000 lost, stray, abandoned or injured animals each year.

The \$3.6 million clinic/hospital will be state of the art and house exam rooms, surgery suites, kennels, isolation and employee areas. Steel

## Projects Under Construction

erection is in process. **Bill Barlow** and his team consisting of **Cary Poff, Steve Vogel, and Matt Martinez** are keeping the steel erection ahead of schedule. **Jessie McGuinness** and **George Gallegos** are taking care of the carpentry and extensive layout. **Art Candelaria** is supervising the project.

The design team is lead by Thomas Brown of Trey Jordan Architects. Major subcontractors include Chaparral Electric, Rodgers Plumbing, Mechanical Concepts, OGB, Kenyon Plastering, and Pelletier Construction.

### Presbyterian Hospital Projects

— Brent Callahan

Our work continues inside the Presbyterian Healthcare Facilities on a variety of small projects. Helping on these projects are **Johnny Cooper, José A. Hernandez and Martin Santos**.

### Presbyterian Hybrid OR Remodel

— Brent Callahan

**Johnny Cooper** and team have completed a remodel of OR 18 in Presbyterian's main hospital, which was a highly sensitive area as there were other operating rooms which had to remain active during the construction process. Construction took place as patients were in surgery in adjacent rooms. This

*Joe DeAnda discusses the project with Eli Gonzales at Friedman Recycling. Or he's telling him a really good fishing story.*



room consisted of installing roughly 14 tons of structural steel to support the medical equipment, and a total removal and reinstallation of the HVAC systems along with all new finishes in the room. A lot of coordination took place with the owner, their vendors and the design team Dekker/Perich/Sabatini. Key subcontractors and suppliers on the project were Southwest Iron Works, OGB, Fairway, Western Commercial Glass, Peyton Enterprises, Business Environments, TLC Plumbing,

Metalcrafters and Surge Electric. Thanks to the help from all on completing this complicated project.

### Tempur-pedic

— Brent Callahan

Klinger has completed a fast paced design build process to install a sixty foot silo which holds calcium carbonate for the manufacturing of the mattresses. We are continually working with Tempurpedic on misc. small projects. Thanks to help of Johnny Cooper and team.

### Diebold

— Brent Callahan

Work with Diebold is slowly starting up again with relocation of several ATM's in the casinos throughout NM, for US Bank. **Jose Hernandez** is doing a great job on the relocation of these ATM's, as coordination must take place with casino management and Diebold technicians since the ATM's contain currency. Work is starting up again with Diebold while we have a project



*Pictured above at Presbyterian Healthcare Systems are: Alfredo Ramirez, Jesus Mesa, and Martin Rivas.*

## Projects Under Construction

to complete in December in Pojoaque, NM.

### **Ideal Vacuum Warehouse Remodel**

– Brent Callaban

This project consists of a remodel of the existing space and a mezzanine expansion of the existing building along with extensive mechanical and electrical upgrades. **Daryl Morrill** and team have been working on this fast paced project to get the owner moved into the new facility before the end of the year. Thanks for all the help from Klinger and key subcontractors.

### **Presbyterian Healthcare Systems Office Building**

– Adam Leyba

The Presbyterian Systems Office Building is complete and occupied with the exception of a small area on the 1<sup>st</sup> floor in which occupants relocated to the finished space. **Rob Ridenour** and crew are in the process of wrapping up the last 5000 SF area. The 133,000 SF remodel was completed in 4 months. This included gutting all the walls, finishes, ceilings and most of the HVAC & electrical systems and replacing them with new, creating a very nice office environment. Klinger also installed two new skylight wells in the center of the building in order to get natural light to the occupants, since the existing building has such a large floor plate. This project is the first of two



*Friedman Recycling Ground Breaking: Adam Leyba, Tom Novak, Architects, Sandra Fairchild, Claudio and Rose Marie Vigil and Ray Smith.*

phases. The next phase; we'll bid the new 187,000 SF building.

Excellent job once again by **Rob Ridenour, Ramon Ramirez, Martin Rivas, Jesus Meza, Pasquale Mete and Hector Ruiz.**

Also a special thanks to Hanna Plumbing, Mechanical Concepts, Darrell Julian Construction, OGB, Storefront Specialties, Gallery Painting, Business Environments and Chaparral Electric.

### **Friedman Recycling Facility**

– Adam Leyba

**Eli Gonzales** and crew are off to a great start pouring the foundation for the new 86,000 SF recycle center. Klinger is very busy trying to place as much concrete as possible before the winter temperatures really hit Albuquerque. The metal building

erection is scheduled to begin the first week of December and the facility to open for business in early spring 2013. The facility will be the city's recycling center, taking the household trash from Albuquerque's residents and processed here in this new facility. Currently as a city we recycle somewhere in the neighborhood of 3-5% of the trash. With this new facility that number should be bumped up to approximately 20% as a city. The Friedman's also run facilities in Phoenix and El Paso and are very excited to be coming to Albuquerque.

**Be Committed  
to Safety,  
Productivity  
and Quality**



## ABC Awards Dinner



*Pictured top left at the ABC Awards Banquet are: Architects, Doug Heller, Michele Mullen, Robert Brumfield joined Klinger's Mark Maestas, Alan White, Adam Leyba, Ray Smith and Tom Novak.*

Theater. Congratulations to all for a job well done.

### ABC Apprenticeship

This year has come to an end with a big success for our apprentice program at ABC. Our thirteen employees that attend regularly will be wrapping up their classes on December 6, 2012 and resuming the week of January 7, 2013. Letters will be mailed out mid-December to each apprentice as a reminder. Even though they will not be attending class apprentices are still responsible to turn in OJT hours to get credit for the semester. If anyone owes classroom hours, especially for 4<sup>th</sup> year apprentices, it is very important classroom hours are turned in by January 31, 2013.

Remember if you are interested in becoming an apprentice to better your skills in a particular skill or trade it is a 4 year program. You must be willing to commit yourself to attend classes two nights a week while working full time for an ABC member company. If you are interested in becoming an apprentice please see your supervisor, Kurt Walters or call Mari at 505-856-8217.

### SAVE THE DATE

ABC Apprentice Graduation is scheduled for Friday, June 7, 2013 at the Sandia Casino.

*Pictured Left Center: Ray Smith and Mark Maestas. Mark all happy with winning an Award of Merit for NDI-Hiland Theater.*

*Pictured Left Below: Adam Leyba and Alan White with the Best Church Project Eagle Award for St. Jude Thaddeus Church.*

### ABC Excellence in Construction

— Mari Gonzales

ABC hosted their second annual Excellence in Construction Awards dinner at Hotel Andaluz in downtown Albuquerque. Klinger Constructors, LLC was one of five companies that received the ABC Eagle Award for 2012 for Best Church on their St. Jude Thaddeus project. Present to receive the award were the Architects Mullen Heller along with **Adam Leyba**, Project Manager and **Alan White**, now Project Manager (Project Superintendent). We were also given an Award of Merit for Sandia Baptist Church – Legacy Expansion, present to receive the award was **Ray Smith**, President - for **Joel Loes**, Project Manager and **Joe Aguirre**, Superintendent. Plus, Studio SW Architect Robert Brumfield was present with **Mark Maestas**, Project Manager and **Antonio Trujillo**, Superintendent to receive Award of Merit for Renovation on Nation Dance Institute/Highland



## ***Klinger Doggie Dash & Dawdle Team***



### ***Klinger's 10th Year supporting the Animal Humane event***

This was Klinger's largest team and it was great to see all the support from our employees and their families.

*Pictured above at the finish line are: Mari Gutierrez and her daughter Janina, Paula Hayden and her grandkids, Michelle, Josh and Ashley, Shirley Anderson, Rene Byer, Monica Banghart and her daughter Sabrina, husband Jeremy and son Jerry. Our dogs that kept us moving were, Callie, Chomper and Puppy along with Adopt Me Dog in front of Klinger's new banner at Animal Humane of New Mexico's annual fund raising event. Not pictured, but also joining the team were Brent Callahan and Joel Loes with their wives and sons.*



*Mari Gutierrez and Shirley Anderson show off Klinger's new banner at Animal Humane of New Mexico's annual fund raising event. Pictured with Shirley's dogs, Callie and Chomper.*



*Monica's family dog Fiona was on the KOAT news in her costume.*

# Happy Birthday To You!

Phil Chavez	12/5	Gene Whipple	1/4	Eric Fernando	2/2	Juan A. Hernandez	3/4
Justin Martinez	12/6	Jason Berube	1/5	Brandon McFadden	2/2	Fernando Maese	3/4
Michael Peterson	12/8	Edward Gonzales	1/5	Richard Shannon	2/3	Peter Mancini	3/4
Orlando Delgado	12/10	Ben McEachern	1/6	Justin Vigil	2/3	Rob Moen	3/4
José Madrano	12/11	Robbie Wagner	1/7	Carey Poff	2/5	Hector Ruiz	3/4
José G. Hernandez	12/12	Kevin Barnhouse	1/8	Miguel Mast	2/6	Steve Vogel	3/6
Daryl Morrill	12/12	Mari Gutierrez	1/8	Thomas Palomino	2/6	Mark Fox	3/9
Joe A. Garcia	12/14	Mario Marquez	1/9	Douglas Sloothaaks	2/6	Carlos Gonzalez	3/9
Roberto Yzquierdo	12/15	Gonzalo Castaneda	1/10	Vidale Platero	2/8	Kenneth Montoya	3/9
Tom Smith	12/18	Larry Gastian	1/10	Ian Bloomfield	2/9	Carson Templeton	3/10
Oscar Ponce	12/21	David Garcia	1/11	Tim Roy	2/12	Johnny Lopez	3/12
Danielle Rodriguez	12/22	Melvin Harvey	1/11	Sergio Garcia	2/13	Greg Guillen	3/13
Jacob Martinez	12/23	Farrell Henderson	1/12	Enrique Acosta	2/14	Rodrigo Torres	3/13
William McComb	12/24	Adam Waqui	1/12	Hector Franco	2/14	Lou Henckel	3/14
Misty Hettinger	12/25	Richard Herrera	1/15	Matthew Martinez	2/14	Albert Gonzales	3/15
Chris Sandoval	12/25	Ernesto Hernandez	1/20	Ronnie Yazzie	2/14	Bill Barlow	3/16
Lisa Anglada	12/26	Hilda Toledo	1/22	Don Frankhouse	2/17	Martin Santos	3/16
Jesus Meza	12/26	Gene Miera	1/23	José Solano	2/18	Joe O'Donnell	3/22
Nathan Bighorse	12/27	Byron Alvarez	1/24	Rene Byer	2/21	Eduardo Gandarilla	3/25
Zachary Haynes	12/27	Conrad Crank	1/24	Trestan Chavez	2/21	Ruben Hernandez	3/25
Chris Valencia	12/28	Max Guerrero	1/24	Omar Anguiano	2/25	Shirley Anderson	3/28
Kurt Walters	12/28	Matthew Schantz	1/27	Ronald Clevenger	2/27	Byron A. Alvarez	3/29
David Morales	12/29	Brent Callahan	1/30	Ray Smith	2/28	Pedro Poblano	3/29
Manuel Garcia	12/30	Casen Cox	1/31	Ivan Quevedo	3/1	Craig Olson	3/31
Robert J. Padilla	1/3	Francisco Vasquez	1/31	Ervin Mariano	3/2	Alrick Tsinajinnie	3/31
Jimmy Lane	1/4	Dave Benton	2/1	Isaiah Perez	3/3		

# Thank You for Your Years of Service!

Ray Smith	28	Tony Zehringer	4	Juan Corral	1	Frank Tuccy	1
Phil Chavez	23	Adam Waqui	4	Eddie Dale	1	Ronnie Yazzie	1
Art Candelaria	21	Doug Frey	4	Manuel Escajeda	1	Jesse A. Crouch	1
Jim Werkmeister	19	Sergio Garcia	4	Marco Escajeda	1	Farrell Henderson	1
Carl Benward	18	Jessie McGuinness	4	Thomas Palomino	1	James Lankford	1
Jeff Kardas	16	Juan Miranda	4	Douglas Sloothaaks	1	Sokunarith Nou	1
Joe Reed	15	Patrick Trotter	4	José Torres	1	Mike Robert	1
Rob Ridenour	15	Alejandro Gandarilla	3	Alrick Tsinajinnie	1	Shelly Yazzie	1
Hector Franco	15	Ray Chavez	3	Byron A. Alvarez	1		
Joe Aguirre	15	William McComb	3	Jesus Barron	1		
Albert Gonzales	14	Clansy Allen	2	Rodrigo Chico	1		
William Pratt	13	Andres Lugo	2	Manuel Garcia	1		
Adam Leyba	13	Flores Marquez	2	Carlos Gonzalez	1		
Dave Ruybal	12	Johnny Chavez	2	Melvin Harvey	1		
Brent Callahan	12	José Martinez	2	Bryon D. Madrid	1		
Larry Gastian	11	Joel Loes	2	Peter E. Mancini	1		
Rufino Urquidi	11	Sean O'Connor	2	Ivan Miles	1		
Juan Payan	11	Allan Lattimer	1	Ernest Oehlerking	1		
Jared Tabbert	10	John Patterson	1	Richard Peterson	1		
Chris Valencia	9	David Knight	1	Vidale Platero	1		
José G. Hernandez	8	Jacob Martinez	1	Nelson Roop	1		
Adolfo Arriola	7	Gonzalo Castaneda	1	Randy Saganitso	1		
Ivan Quevedo	7	Javier Chacon	1	Daniel Smith	1		
Ernesto Hernandez	5	Andrew Claw	1	Rodrigo Torres	1		

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