



# CH2M•HILL•RETIREES• NEWSLETTER

VOL 2

OCTOBER 1996

*For message to Retirees from Phil Hall see page 5.*

## Spring Retreat Being Planned

A retreat to be held in Ashland, Oregon, for all CH2M HILL retirees, is being planned for May 27, 28, and 29, 1997.

Ashland is located in the extreme southern part of Oregon, along Interstate 5. It is the home of the Tony award winning Oregon Shakespeare Festival; 1997 will mark its 62nd year. Both classic and contemporary plays are presented in three theatres. Ashland also boasts nine other theatre groups, which perform a wide variety of productions, including musicals, comedies, and experimental theatre. The Cabaret is one such

theatre which offers a departure from the traditional Shakespeare. For a complete guide to the festival and the 1997 schedules, contact the Oregon Shakespeare Festival, P.O. Box 158 and the Cabaret Theatre, P.O. Box 1149, Ashland, OR 97520.

In addition to the theatre, there are many other activities in and around Ashland for us retirees, including:

1. **Golf:** There are eight public courses and one country club within 20 miles, including a new Robert Trent Jones course at nearby Eagle Point.

2. **Fishing/River Rafting:** The world-famous Rogue River is less than an hours drive from Ashland, and in May will have spring chinook salmon in the river, as well as rainbow and cutthroat trout to test your angling skills. Professional guides are locally available for both fishing and rafting.

3. **Sightseeing:** The sights in May are outstanding, with Crater Lake National Park, within 90 miles of Ashland, heading the list of attractions. In the other direc-

tion, the Oregon Caves National Monument offers daily tours. The restored historic gold mining town of Jacksonville is less than 30 minutes from Ashland. The Rogue River Valley has many pear orchards and other attractions.

4. **Shopping:** Ashland offers a wide variety of specialty shops, boutiques, and galleries where unique gifts and art work can be purchased. Medford, the largest city in southern Oregon is only 13 miles to the north. Jacksonville, too, has some extraordinary shops for antiques and collectibles.

5. **Lodging and meals:** Because of the Shakespeare Festival, Ashland features many fine hotels, restaurants, and Bed and Breakfast spots, and R.V. campgrounds. Ashland Hills Inn and Suites will be the Retreat headquarters (1-800-333-8310). To receive more information, write the Ashland Chamber of Commerce, P.O. Box 1360, Ashland, OR 97520.

6. **Museums and Galleries:** Ashland is home to nearly two dozen art galleries, featuring the work of local and regional artists, plus reproductions of international artists. The new Pacific Northwest Museum of Natural History, and the Schneider Art Museum,



*Chuck Meek LAO/RDD, with 12-pound Rogue River Summer Steelhead caught on a fly.*



offer exhibits for the entire family. Also, visit the Butte Creek Mill, an "old fashioned" restored Stone Ground Mill at Eagle Point, where you can purchase oatmeal and cornmeals you may have never experienced.

7. **Weather:** Ashland in May will have lots of sunshine, the potential for a shower or two, and moderate temperatures. Bring sunscreen and your umbrella.
8. **Airline Service:** Available to Medford.

### Ashland Retreat Agenda Ideas

#### **First Day—Tuesday 5/27/97**

- Arrive in PM on your own—check into your hotel or B&B.
- No-host Cocktail Hour
- Banquet for retirees and spouse or significant other. Chairman Phil Hall is willing to speak.

#### **Second Day—Wednesday 5/28/97**

- Golf Tourney to be organized for those interested.
- Fishing the Rogue River. Guided trips for two—about \$250 to \$300/day
- Shopping and sightseeing on your own
- Evening—attend a Shakespeare play. Blocks of tickets can be arranged, or you can attend the play of your choice.
- All meals on your own this day.

#### **Third Day—Thursday 5/29/97**

- Group Breakfast. Door prizes (maybe).
- Say Good-byes, you're on your own.
- If you wish to stay longer, group hotel rates may apply.

We would like to get an idea of how many people might attend this retreat and what you are interested in. Please

let us hear from you by January 1, 1997, addressing your response to the Retirees Activities Center (RAC) in CVO (form attached). Hope to see you in Ashland.



### Retirees Internal Travel Guide

The thought behind this column is to share travel ideas with each other and to broaden our knowledge of places to see and things to do as a retiree. Bob Adams and Bob Pailthorp offer the following suggestions:

#### **Tropical Cook Islands in The South Pacific By Bob Pailthorp**

The Cook Islands nation consists of 15 islands located 2,700 miles due south of Hawaii. The Cooks are closely associated with New Zealand. English is the language most commonly used, and the New Zealand dollar and Cook Islands dollar are the currency. The majority of people are the native Maoris. The white population comes from New Zealand and Australia. Rarotonga (rare-oh-tonga) is the largest, most populated island (the only island with jet airline service). Rarotonga is 7 miles across and 20 miles around by THE road.

Accommodations are comfortable but plain (no room service). Some units have air conditioners, service is great, and food and water are safe. You don't need a car; use the local bus. It's 50 minutes around the island (clockwise OR counter clockwise). The people are a joy, friendly, helpful, happy, and love to laugh. Even the roaming community dogs are happy and friendly. The people are poor by our standards but very proud. Tipping is not their custom and is discouraged. Small gifts are ok since

sharing and giving is part of their culture.

What to do? Relax, snorkel, swim, relax, hike, visit other islands, shop, relax, go to church (everything is closed from noon Saturday to Monday), fish, eat, tour, beachcomb, golf (one rough 9 hole course), and relax. There are no para-sails, speed boats, water parks, arcades, vendors or beggars. You will be left alone, if that is your choice. Crime is almost nonexistent, but they do have one traffic officer and a national prison.

Round trip by Air New Zealand from LAX and a week of lodging is around \$1,000. An extra week of lodging for two is plus or minus \$500. Food and expenses are about the same as at home. Plan to stay 2 weeks and take a day trip (or more) to Aitutaki.

If you decide to travel to the Cooks, please contact Bob Pailthorp at 541/765-2483. Bob needs transportation for books (which he has collected) to the Cook Islands Library and Museum.

#### **Elderhostel by Bob Adams**

After attending three Elderhostels (two domestic and one foreign), I recommend their programs, low cost, and interesting attendees. The hostels are in hundreds of locations, occur year-round, and the variety of subjects is amazing. Most programs are 1 week (domestic) or 2 week (foreign).

Write Elderhostel, 75 Federal St., Boston, MA 02110-1941, or call me at 541/753-3470.

Do you have a favorite spot that you believe others would enjoy? If so, would you write an article and send it to the Retirees Activities Center (RAC) at the CVO office? It can then be published in a future newsletter.

THANK YOU!!!



## Communication/ Coordination With Corporate

As you may remember, results from the questionnaire of a year ago, communications from Corporate and the coordination of activities involving retirees and the firm needed significant improvement. Well, things are improving and recommendations for further improvement were made to Corporate leaders by Lyle Hasseboek before he retired.

Based on Lyle's recommendations, all retirees are to receive the "Reports" magazine, "LTD Edition," a quarterly internal newsletter for all employees in all of the companies, and the "Annual Report." Also, retired Key Employees will receive the "Quarterly Stockholder Report," and spouses of deceased retirees are to receive "Reports" magazine and the "Annual Report." Corporate has also agreed to fund the expenses associated with the publishing and mailing of two retirees newsletters per year.

Marie Haezebrouck/COR has put together a retirement assistance packet that is available to those anticipating retirement. It includes a whole bunch of good information, including a "HELP" reference list attached.

The RAC is continuing to work with corporate in updating the CH2M HILL Companies Retirees Address Roster, (copy enclosed). C.Y. Shieh has been heading up this effort and needs your help.

There are lots of mistakes in this roster list, including wrong phone numbers, addresses, spouses names missing, and the names of some that are deceased. With your help, the next publication of the roster should be almost perfect. Look to see that your name is on the roster. Send any corrections to the RAC in CVO using the response form attached to this newsletter.

## House Trading for Vacations



This idea of trading houses with other retirees was suggested by a fellow CH2M HILL retiree, now living on the Oregon coast. It would work something like this.

Suppose a couple in Orlando wanted to spend 2 weeks in Oregon. From a list of those willing to consider trading homes for vacations, the Orlando couple would make contact with those on the list in hopes of working a trade mutually agreeable to both parties. The Orlando and Oregon couples would simply trade homes, thereby cutting lodging expenses to the bone, and at the same time enjoy a more "homey" environment. The question then becomes, how does a program like this get started.

First, a list of those interested in such a program must be developed. If you are interested in trading houses at some time in the future, send the following information to the RAC in CVO.

1. Your name, address, and phone number.
2. Particulars of the house, apartment, condo or whatever, i.e., location, number of bedrooms, baths, etc.

3. Any special features you care to mention (perhaps a photo).
4. Any special restrictions, i.e., no pets, no smoking, no kids, etc.
5. The months of the year that you are willing to trade/not trade, and the location you are interested in.
6. Would you allow use of your car as well?

## CH2M HILL History Displayed in Downtown Center

A major show of the firm's history entitled "CH2M HILL—From Local to Global, *Celebrating 50 Years of Engineering*" was the focus of an August 1st reception at the Benton County History Center in downtown Corvallis. Several hundred people attended this reception and viewed the history display put together on a volunteer basis by the Corvallis Graphics group. Barbara Spreadbury and Susan Lewis led the effort.

Included in the display are an early "crank and flip" Monroe calculator, colorful graphics on window blinds that were pulled down from a special stand for major client presentations, photos, drawings, books, slide rules, drafting instruments, brochures, various kinds of monitoring equipment, a computer with the CH2M HILL Web page on it, a 50-year timeline, and some of our most modern computer generated promotional posters.

Holly Cornell, Burke Hayes, and Jim Howland, were on hand to help greet the guests, and to receive a special recognition plaque from the Corvallis Chamber of Commerce. Following the reception there was an informal dinner to which all Oregon and Washington retirees were invited. About 60 people came to the dinner at which Sid Lasswell presented the founders with a surprise gift of the traditional gold pocket watch, plus a gold hard hat.





Holly Cornell, Burke Hayes, and Jim Howland wearing "gold" hard hats.

The CH2M HILL history exhibit was on display at the History Center in downtown Corvallis from July 20 to October 12.

## CH2M HILL Alumni Center Taking Shape

An impressive structure to be named the "CH2M HILL Alumni Center" is going up on the campus at Oregon State University. It is located next door to the LaSells Stewart Center (performing arts), and across the

street from Parker Stadium (football) and Gill Coliseum (basketball). The two story brick-clad building was designed by the IDC Portland office. It will have a main dining hall/ballroom seating 500, together with offices, meeting rooms, lounges, and other gathering spaces.

Construction got under way during the summer following a groundbreaking ceremony in March. Once the footings and slabs were in place, the steel frame outlined the building

in a hurry. Now, the galvanized steel wall studs and composite wood roof joists are being placed. The program is to have the building closed in by early November and open for alumni and other activities by next fall.

Currently, an artist is being selected under the direction of the Oregon Arts Commission for a major piece of art to adorn the 28-foot-high inside wall facing the main building entrance. This work is to depict how the university benefits the world through the work of its graduates. It is part of the Oregon "one percent for art" program required for public buildings. Fred Harem, Jim Howland, and Barbara Springer/IDC are on the Selection Committee.

The building is being funded entirely by gifts. Current fund raising continues with a ways to go. Jim Poirot is chairman of the Steering Committee.

## In Memorium

In the past year, a few of our friends have passed on to the next life. We offer our condolences to the families of Dick Ivey, Ken Knight, Vince Mangan, Mike Sampanes, Bruce Shuey, Juliet Allen, George McIntyre, Archie Rice, and Julia Varga.

## Recent Retirees:

Betty Anderson/SEA  
 Elwin (Andy) Anderson/BOI  
 Bill Avolio/Hanford  
 Don Fox/RDD  
 Lyle Hassebroek/COR  
 Howard Herrick/RDD  
 Pat Jackson/SEA  
 Ed Lance/RDD  
 Roger Lindquist/CVO

8/16/96  
 12/22/95  
 7/8/96  
 1/5/96  
 9/13/96  
 2/16/96  
 3/1/96  
 2/2/96  
 9/1/4/96

Lamont Matthews/CVO  
 Bill Peckham/CVO  
 Steffen Plehn/CHIL  
 Allan Schwindt/CVO  
 Diane Shoup/WDC  
 Ed Vollrath/RDD  
 Ron Wilkening/STL  
 Don Benson/DAY  
 Ramona Richards/CVO

2/15/96  
 11/2/95  
 7/12/96  
 9/3/96  
 2/23/96  
 7/26/96  
 7/5/96  
 9/30/95  
 10/25/95

## Bend Golf Tournament—July 1996

A golf tournament was held at the Lost Track Golf Club near Bend during the annual Bend Softball Tournament in July. Fellow retiree Harry Mejdell coordinated the tourney and participated with other retirees Bob Pailthorp, Harry Teel, Don and Mary Jane Fox, Fred Harem, Dale King, and Joe Patten. Thirty-six people, in all, played and won a variety of prizes including \$25 and \$50 gift certificates, golf balls and the like. Perhaps next year the retirees can make a better showing—both in number of participants and prizes won.



## To Retirees From Chairman Phil Hall

The last few years have been times of intense change at CH2M HILL. We have made these changes to adjust to the fundamental changes taking place in the world. Globalization has affected us dramatically creating exciting new opportunities and bringing new competition into our core businesses. Cost competition is with us like never before and design/build as well as design/build/finance/operate are fast becoming part of the U.S. as well as the world market place.

We believe that the reorganization has positioned us to succeed in this "new world order." Our overheads have been reduced significantly and by having the business groups operate globally, our best people in each technical area are giving a hard look at international opportunities. We still have lots of work to do. Lines of communication need to be improved. We are particularly interested in having better communications with our retired employees so that you are aware of how the firm is doing and can help our continued success. Now for a quick rundown of our seven business groups.

**Industrial Business Group** (IDC plus the Food Group) has some exciting new projects, including work in Singapore and France for joint ventures of several electronics manufacturers, a major fab plant for IBM and Toshiba in New York, and one for Intel in Israel. On a recent visit to Portland, I toured design/build projects costing nearly \$1 billion designed by IDC for Intel and Fujitsu Corporation. The most exciting part was the gleam in the eyes of our people working on these projects! Staff from IDC are sharing their extensive design/build experience with all our

companies to move us into design/build with less risk.

**Operation and Maintenance Business Group** continues to acquire projects with a 65 percent win rate, extraordinary in this highly competitive contract operations business. Year to date OMI has 11 new projects, totaling \$10 million in annual revenue.

**Federal Systems Business Group** continues to succeed with the major Rocky Flats (near Denver) cleanup for the Department of Energy. Approximately \$500 million per year goes through the books of Kaiser-Hill, our joint venture company, managing the project. Other remedial activity includes Paducah, KY, for the Department of Energy, 5 years, \$25 million; Chicago Region of U.S. EPA, 10 years, \$290 million; and Arnold Air Force Base in Tullahoma, TN, \$2.2 million.

**Transportation Business Group** has had an extraordinary growth after years of being in a slowly developing market. The major bridge projects include one in Whittier, Alaska, and a spectacular third crossing of the Carquinez Straits of San Francisco Bay. At Whittier, ability to offer a design/build alternative, although not selected, was key to getting the job. Other highway and bridge projects include major work won in Texas and Florida, and being short listed on the Interstate 15 project in Salt Lake City, involving 25 miles of highway and bridges costing up to \$1 billion. We also have two airport design projects, one in Malaysia, and a rehabilitation project in Kyrgystan in Central Asia, funded by the Japanese.

**Environmental Business Group** works in the area of the greatest decline in the overall domestic market.

Nevertheless, by targeting specific geographic areas we have had significant success in the Gulf Coast petroleum and chemical industries, rust belt mining minerals and metals areas, the Ohio River Valley chemical industry, and the Southeast forest products area. Also, we have work in the private sector for Pendleton Woolen Mills and Boeing.

**Capital Services Company** is moving ahead and has financing in place for a water treatment plant in Dartmouth, Nova Scotia, and two wastewater treatment plants in Ribeirao Preto, Brazil. These projects include design, construction, financing, and operations for 20 years. The firm will hold a thin layer of equity in each project with debt financing from others.

**Water Business Group** is doing remarkably well in a flat domestic market, including being short listed on the Singapore Deep Tunnel Wastewater project, a Milwaukee look-alike with an estimated cost of U.S. \$3 billion. Other projects include Tucson, AZ, groundwater recharge; Phoenix, AZ, water master plan; Austin, TX, wastewater treatment expansion; San Antonio, TX, reuse study; Boise, ID, wastewater treatment plant; Seattle, WA, advance planning for Cedar River water treatment project; New Haven, CT, combined sewer overflow work; and Santa Rosa, CA, ultraviolet disinfection design.

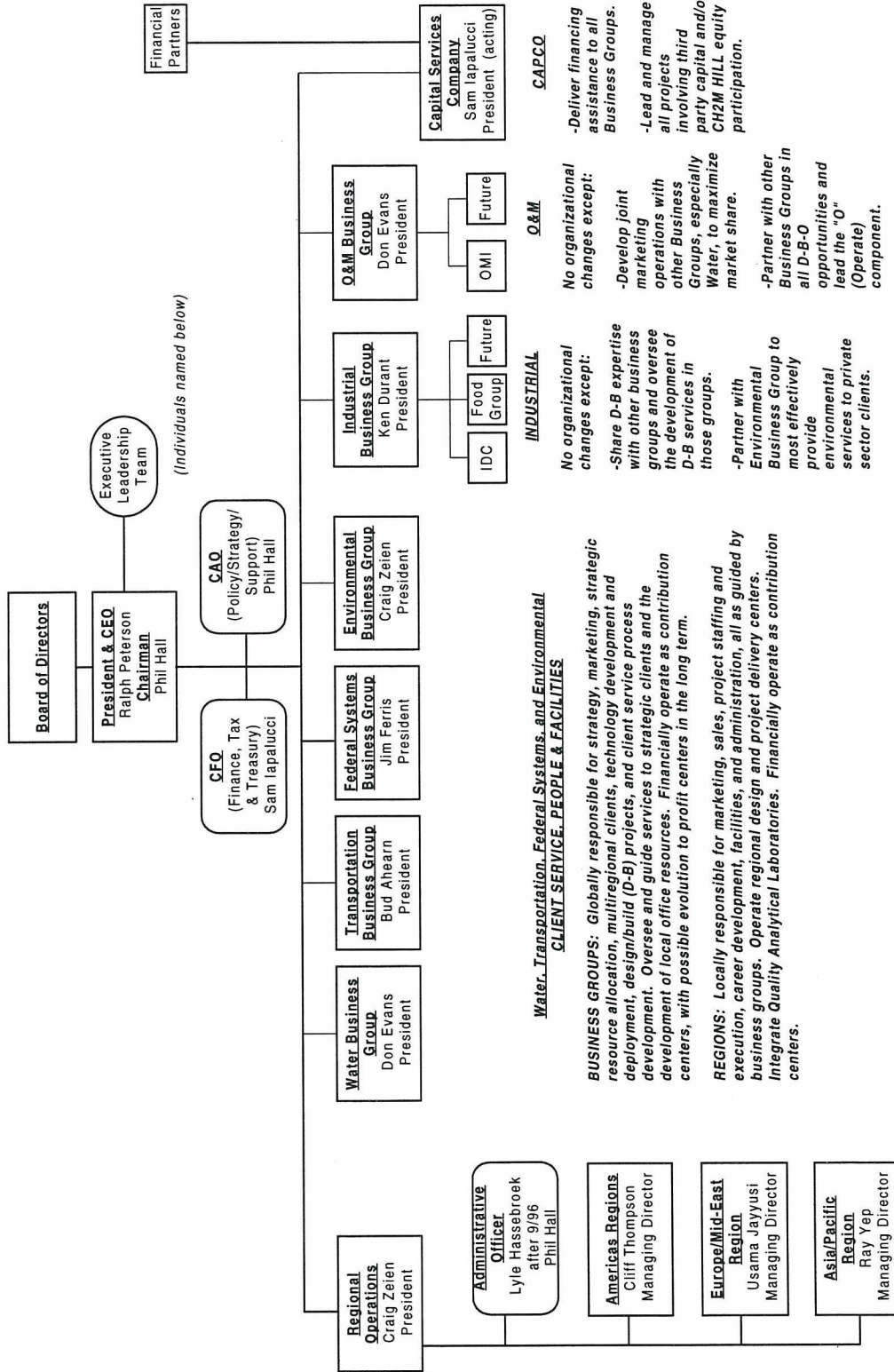
In addition, for the City of Seattle Water Department, we are short-listed on the Tolt Water Treatment Plant, a design/build/operate project in partnership with Mortenson Construction.

Phil Hall  
Chairman of the Board  
CH2M HILL LTD.



# CH2M HILL

Organization for Implementation 1/1/96



Note: Shaded areas denote profit centers.

## HELP!

The following Corporate people can assist you with retirement questions or procedures. Please be assured your inquiries will be kept confidential if you are not yet ready to announce your retirement.

Marie Haezebrouck  
Sr. HR Principal  
DEN  
(303) 771-0952 x 2685

general retirement questions, pension calculations, coordination of the retirement process

Liz McAdams  
Assistant Corporate Secretary  
DEN  
(303) 771-0952 x 2412

Key Employee Stock questions and payouts

Bob Lathen  
Manager of Corporate Taxes  
COR  
(303) 771-0900 x 2458

general Key Employee Stock tax issues relating only to the sale of stock and imputed interest (for personal tax questions, please refer to your tax advisor)

Megan Broder or Suzanne Thomas  
Corporate Benefits  
DEN  
(303) 771-0952 x 2485 (Megan)  
(303) 771-0952 x 2692 (Suzanne)

retiree medical questions, enrollment, and on-going administration





# WE NEED YOUR HELP

This newsletter is an effort to improve the communication between retirees. To do so, we need your help. Drop a line to the RAC at CVO, or call 541/758-0235, x3473 and leave a message as to what is happening in your world. Of particular interest would be an article of your favorite vacation spot; any special awards you may have received; news that you believe should be shared with your fellow retiree, such as sickness or death; an update of your address and phone number; interesting events that have or will occur in your town; or even your favorite barbecue sauce recipe. Write it up and send to the RAC in CVO for publishing in a future newsletter.

*Cut Here*

Please return no later than January 1, 1997

## ***DO YOU PLAN TO ATTEND THE RETREAT IN MAY 1997***

<input type="checkbox"/> Yes, we plan to attend the Retreat		
<input type="checkbox"/> No, we won't make the Retreat		
<b>We are interested in: (check appropriate boxes)</b>		
<input type="checkbox"/> Golf	<input type="checkbox"/> Shakespeare Plays	<input type="checkbox"/> Other Plays
<input type="checkbox"/> Galleries/Museums	<input type="checkbox"/> Fishing/River Rafting	<input type="checkbox"/> Sightseeing

**FOLD HERE**

## **Mailing List Update**

<b>Name:</b>	
<b>Address:</b>	
<b>Phone:</b>	
<b>Spouse's Name:</b>	
<b>Office Assigned Prior to Retirement:</b>	

(OVER)

Stamp

CH2M HILL RETIREES ACTIVITIES CENTER  
P.O. BOX 428  
CORVALLIS, OR 97339