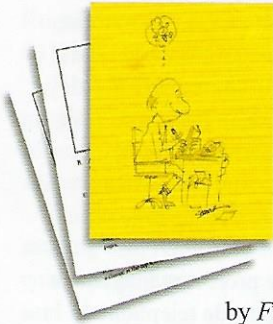


Client presentation yields unexpected tribute to CH2M HILL culture

During a recent presentation in Minneapolis, Minnesota, by a CH2M HILL team to senior executives at Cargill—an international provider of food, agricultural, and risk management products and services—CH2M HILL was acknowledged for its strong, people-centered culture.



Greg Cherok, business development manager for CH2M HILL's Manufacturing and Life Sciences Business Group, introduced the presentation by giving an overview of CH2M HILL's unique corporate culture and values. He shared copies of the *Little Yellow Book* and discussed how CH2M HILL has been selected as one of the "100 Best Companies to Work For" by *FORTUNE* magazine for 3 times in 6 years.

To the team's surprise, the process development manager for Cargill's worldwide oilseed businesses spoke up and affirmed that CH2M HILL's culture was completely in line with the feedback he had received from his daughter—an employee of CH2M HILL.

Michelle Zaehring is a staff engineer in CH2M HILL's Seattle, Washington, office, and she has been with the firm for nearly 2 years. In that relatively brief time, Zaehring has become an enthusiastic advocate for CH2M HILL's people-sensitive culture, and she has conveyed that enthusiasm to her father.

Vern Jackson, global director for M&LS, was at the Minneapolis meeting and came away delighted with this unexpected endorsement of CH2M HILL from the client's perspective. After the meeting, Jackson sent the following e-mail to Zaehring:

"It is truly rewarding to hear when another colleague feels strongly enough about our culture to share her opinions with her family. And what a nice bonus to have that come back to our client's organization in such a genuine way. One of the many results of our meeting was a commitment that we would provide the Cargill leadership team with feedback on a number of the practices, policies, and cultural components that have generated the unique environment that is CH2M HILL today. We already have the Human Resources director from my business and other colleagues in Denver collaborating on that feedback now. Thank you for all that you do to help make our company such a wonderful place to be."

Zaehring responded: "One of the things I appreciate most about CH2M HILL is the value placed on people. Before moving to Seattle, I worked for Cargill as a production supervisor during a time when employee engagement was becoming a highly emphasized core value. It was very encouraging for me to join a firm that had incorporated that value so distinctly into their culture, and it was natural for me to share that with my Dad, whose own company was also working toward that goal."

U.S. military "coins" CH2M HILL construction manager serving in Qatar

The United States military tradition of "getting coined"—the awarding of a specially designed coin bearing an organization's insignia or emblem—is believed to date back to World War I. Presenting coins has become a common way for U.S. military personnel to recognize individuals for their support and contribution to military efforts, and also serves as an opportunity to welcome individuals as one of the team.

What started as a practice for U.S. military service members has, over the years, been extended to civilian personnel. CH2M HILL's Sid Hubbell, construction manager at Al Udeid Air Base in Qatar, was recently coined by Lt. Col. Michael Saunders, 379th Expeditionary Civil Engineer squadron commander. Hubbell joins four CH2M HILL employees who were also recently coined by the U.S. Air Force in Qatar—Brad Herzog, Tom Polen, Patrick Gronli, and Perry Jones.

Hubbell's award was in recognition of his work in developing and delivering a project management course for squadron officers serving in Qatar.

"The coins reflect a significant achievement by the individual and a serious contribution to the mission," said Maysarah "Mike" Abdel-Fattah, CH2M HILL's Qatar country manager. "They are not handed out haphazardly by the U.S. military."



Sid Hubbell, left, receives a coin from Lt. Col. Michael Saunders, in recognition of Hubbell's project contributions.