

CH2M HILL

R E T I R E E S

NEWSLETTER



A CH2M HILL Retirees Newsletter Is Born

This is the first of what is hoped will become a useful, informative newsletter for and about CH2M HILL retirees; published about twice each year.

The success of this endeavor will be dependent upon the input provided by you. This is our newsletter, a retirees newsletter, all about us. Please help make this successful by sending articles you think would be of interest to other retirees. We look forward to hearing from you.

Questionnaire Response Is Good

In October 1995, questionnaires were mailed to 274 retirees soliciting your feedback. One hundred-five responses were received; a 38 percent response. Attached is a final tally of the responses received. (Attachment A)

Comments on Retiree Questionnaires Are Summarized

1. As indicated by the tabulation, 97 out of 105 (92 percent) are willing to pay to get more information about the firm and the retirees. Comments emphasized various areas of interest, but universally the retirees seemed to want to keep connected with the firm and with each other. A great deal of real positive feelings were expressed about the firm, and a desire to be supportive.
2. Although there were a few comments indicating good

support on insurance and other matters from the firm, there were more comments expressing a desire to have better channels, or a single person, to contact for help from Corporate.

3. Except for three or four real negative comments about the firm today and yesterday, most were quite positive, but there was an undercurrent of feeling that the firm really didn't care much about the retirees.
4. Of those who commented, a great majority indicated appreciation for somebody taking on the job of putting a retirees organization together and many offered to help—with newsletter, organizing events in their area, etc.
5. An attempt to categorize the answers proved to be difficult. However, most seemed to fit in the following categories:
 - a) **Corporation**—Need to better manage retirees interested in providing part-time services, and better response to insurance problems.
 - b) **Corporate Communications**—Non-key employees get virtually no information on the firm after they retire. As a minimum they would like to get the Reports. Some expressed interest in acquisitions and mergers, while others said business

items are of less interest than projects and people.

- c) **Retiree Communication**—Many were enthusiastic to get the addresses of retired employees, and many expressed a real interest in getting together with other retirees. They would like, in addition to addresses, phone numbers and spouse names of retirees. Also would like retirees lists expanded to include all retirees and spouses of the deceased retirees.
- d) **Providing Support To The Firm**—Many stated that they were CH2M HILL enthusiasts and willing to help spread good words about the firm, and help firm employees on temporary duty in their geographic areas.
- e) **Contact With Offices**—Several commented that they enjoyed being invited to office social events.



Periodic Get-Togethers Are of Interest

The response to this question indicates that a large number of retirees are interested in getting together periodically, in a social setting, locally, regionally, and in a 2-day affair. Some of you indicated a willingness to help organize and put on such affairs.

Currently, there are 274 people on the retirees list. 220 of these live in the western half of the US and

Canada. The table below shows the number of retirees living in their respective states.

Western Half and Canada		Eastern Half	
AK	3		
B.C., Can.	1		
WA	39		
OR	75	WI	4
Ca	59	MO	1
NV	4	TX	1
ID	11	OH	1
MT	4	TN	1
UT	3	PA	5
AZ	8	VA	4
CO	12	GA	2
NM	1	FL	35
Total	220	Total	54

For a large 2-day affair, it makes no difference where people live, but if we were to organize regional events, it seems to make sense to divide the retirees into three geographical regions, as follows:

Eastern Region—Include all those listed above under Eastern Half—54 people

Northwestern Region—Include those living in AK, BC, WA, OR, ID, and MT—133 people.

Southwestern Region—Include those living in CA, NV, UT, AZ, CO, and NM—87 people.

Local events can and should occur without much organization. Golf tourneys, fishing trips, cards and bingo, dances and the like are examples of events that can be organized by anyone, at any time, and you are encouraged to do so. The larger events will take some planning and a considerable amount of effort. Your help will be needed and solicited!

Retirees Activities Center Established

For purposes of receiving input from you, i.e., corrections or changes of address, items for the newsletter, and the like, a Retirees Activities Center (RAC) is being established in the Corvallis office. At present, volunteers Arleta Burton, Jim Howland, and Ken Stuart will continue to process the newsletter and help any of you in developing activities for retirees in your area. A phone extension is also planned where voice mail messages can be left.

Mailing List of Retirees Updated

We are sending you a revised mailing list of retirees from information received during the questionnaire process. This means that only the addresses of the respondents have been updated, leaving about 169 that may have some errors.

In order to develop a complete up-to-date mailing list with phone numbers and names of spouses or significant others, please send this information to the RAC at the Corvallis office. And, if you know of someone who is not on the mailing list that should be, send this information as well. Eventually, you will receive an updated list that will be revised annually.

Your Help Is Needed

There are several areas where help is needed to make the newsletter a success and to organize events locally, regionally, and on a "global" basis. Some ideas for newsletter articles are general interest, hobbies, human interest, elder hostel, publicizing planned

retiree events, house trading for vacations, sickness/health, deaths.

If you have information that you believe would be of interest to our retirees, please write it up and send to the RAC in Corvallis. Include your name and phone number so that you can be contacted by anyone with questions or wanting additional information.

Regional and Global coordinators are needed to organize events of interest to all of us. What are your ideas? Some of you indicated a willingness to help. Let's begin by asking those of you willing to take on this responsibility to send us your name and phone number along with ideas for Regional and Global events, proposed dates, etc. Telephone conferencing can then take place to finalize details so that the event(s) can be publicized in the next newsletter. Local events need not be organized in this way but a general after-the-fact article would be nice for the newsletter. Send your information to the RAC.

36-Hole Firmwide Golf Tournament in Bend, Oregon Planned

Are you interested in playing in a firmwide golf tournament on July 13 and 14, 1996? This will be in conjunction with the Bend softball tournament, so there can

be lots of fun and togetherness. Come and see your old friends!

The golf tournament will be 36 holes, 18 holes played on Saturday and Sunday on the new Lost Tracks Golf Club, Bend, Oregon. This new 7,000-yard course will be fun to play, with a island green you access through a railroad car.

Green fees with half a cart will be \$51.50/18 holes. If you stay at many of the Bend motels the green fees will reduce to \$47.50/18 holes. A list of the motels giving the golf discount will be furnished if you plan to play.

If you are interested, please contact Judy Sanderson, at ext. 3234 CVO or Harry Mejdell at 541/758-2712 before April 19, so we can make a commitment to the golf course and the players can start making motel reservations.

Corporate Support Is Forthcoming

At the time of sending the questionnaires to you last fall, Ralph Peterson was contacted about a retirees program and his response was enthusiastically positive for a program to bring the retirees closer to the firm. The "final tally" of the questionnaire was sent to Ralph at his request with copies to Phil Hall, Lyle Hassebroek and Craig Zeien. Through informal conversation with Ralph in company with Jim Poirot (Jim has found it difficult to get retirement financial matters resolved—so you are not alone), Ralph indicated that a more direct system for handling retirees financial and medical concerns

will be quickly put in place, and the cost of printing and mailing the retirees newsletter will be covered by the firm. He said that a "one-stop" means to better use retirees on part time project work was more difficult because of the multiple business groups involved, but that he would address the problem to come up with a solution that improves this process.

50th Year Tie Line Is a 12-Page Issue

Hopefully, each of you have received a copy of the *Tie Line* commemorating the 50 years the firm has been in existence. It is an expanded issue with articles about the early people and events together with a "Time Line" that covers some of the activities from 1946, when the CH2M and Hill roots were founded, through an entry that reads "LTD re-engineered to global business lines."

With 50 years of almost feverish activity to cover, the problem was to select items of most interest to a readership ranging from new hires out of school to retirees that had spent nearly 50 years with the firm. The attempt was made to cover critical events and some of the people that shaped the early firm.

Sixteen early clients were asked to write something that could be quoted. Fourteen replied with remembrances that were both positive and humorous. In some cases the letters were several pages long and credited Fred Merryfield and others with being a positive influence on their lives.

Next Newsletter

With your help, we will try to publish the next newsletter in November 1996. Please send articles to the RAC no later than October 10.

The 50-Year edition is the last issue of the *Tie Line*. If you did not get the 50-year issue and want one, write or call Jim Howland in the CVO office, 541/758-0235 ex. 3307.

Global Organization Still Has Matrix

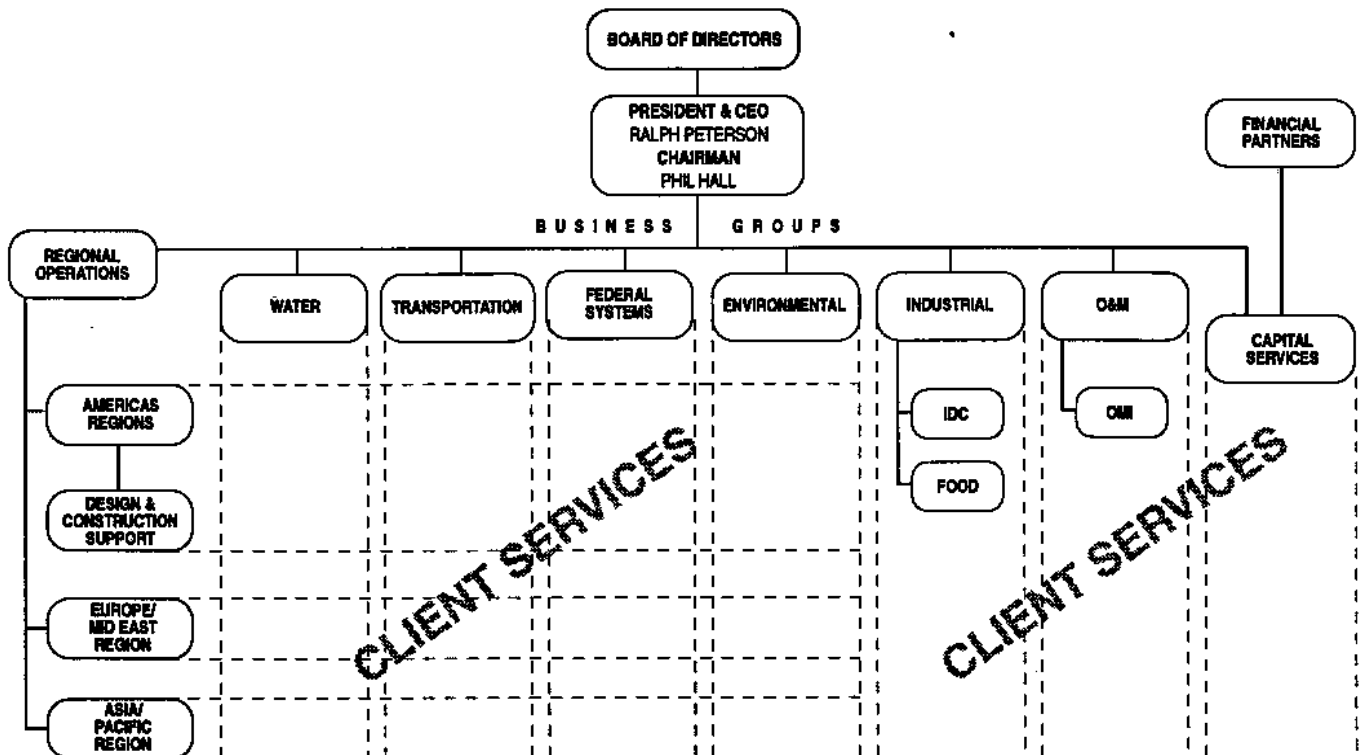
There is no "International" box on the 1996 CH2M HILL organization chart. That is because each business group (formerly business line) has global responsibility. For those of us that go back to the days of the discipline system, it may be reassuring to realize that there is still a matrix to tie the firm together world wide. The interaction now is between the regions, each with a number of offices, and the business groups rather than between the disciplines as before.

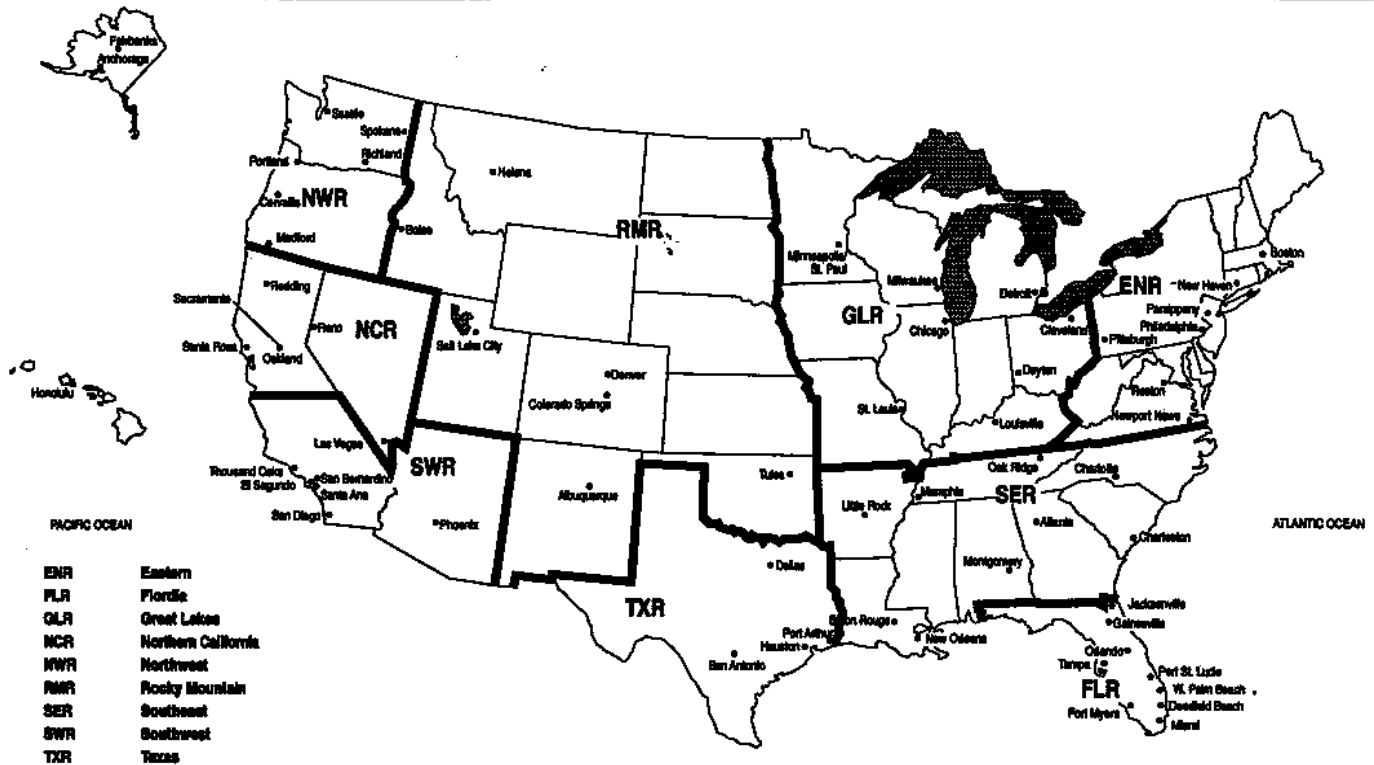
The business groups have responsibility for firmwide strategy and technology, as well as a strong focus on marketing and business development. The regions in both North and South America are grouped under Cliff Thompson. There is also a Design & Construction Operation that is part of the Americas Regions. There are two regions outside the Americas: Europe/Middle East under Usama Jayyusi in London, and Asia/Pacific under Ray Yep in Taipei. As shown on the US map, there are now nine US Regions with over 50 offices, together with a Latin America Region and a Canadian Region in the Americas Regions organization.

A brand new feature is the Design and Construction Operation led by Ray Topping.

There continues to be design and construction staff in most offices. However, the production of final construction plans and specifications for major projects is being concentrated in four Design Centers. The concept is that major design projects will be accomplished to the "35 percent level" in the offices, with help from the design centers and others from throughout the firm as needed. Then the detailed design and production of plans and specifications will be done in a design center. The design centers are located in existing offices in Corvallis, Gainesville, Redding, and Toronto.

Both IDC and OMI continue their world wide activities much as before, but with tighter integration with the Water, Environmental, Transportation,





and Federal Systems Business Groups. IDC is now part of the Industrial Business Group, which also includes a new Food Group, combining the environmental and food processing work for the entire firm under a combined "industry-focused" operation. OMI is now part of the O&M Business Group, which is expanding its scope to include facility operation and maintenance services for clients other than OMI's traditional water/wastewater clients.

A new activity is Capital Services. With projects going more and more to design/build/construct/finance/operate, or some combination, this is the arm of the company devoted to financing such projects. Two

such projects are underway: a wastewater treatment plant in Brazil, and a water treatment plant in Nova Scotia.

Ground Breaking and 50th Anniversary Events Are Combined

A public ground breaking ceremony for the new CH2M HILL Alumni Center on the Oregon State University campus was combined with a CH2M HILL 50th birthday party on March 16.

With American Indians drumming, chants, an eagle wing to distribute smoke from a smoldering bundle of herbs, a Siletz tribal leader blessed the ground. A six-shovel gang, that included the Corvallis Mayor and Jim Poirot, turned the first ground. With the soil thus

loosened, a three-shovel gang of CH2M founders—Holly Cornell, Burke Hayes, and Jim Howland—took over. The final assault on the earth came from the OSU Alumni Director operating a backhoe.

All this took place on a sunny afternoon. The crowd then moved into the adjacent Stewart Center where, with Ralph Peterson as Master of Ceremonies, the founders cut three giant birthday cakes with well scrubbed machetes. At Ralph's invitation, Jim Howland pointed out that Archie Rice and Ralph Roderick, who were early full partners with the CH2M founders, together with many others, were key to the success

of the firm. Of the first 12 partners, all were OSU graduates. He also pointed out that following incorporation in 1966, when the ownership was considerably expanded, 24 of the total of 27 stockholders were OSU graduates. Earlier at an event recognizing the donors to the Alumni Center, Jim Poirot had also talked about Archie and Ralph and the importance of the contributions of all the early principals to the success of the firm.

At the anniversary party the work of retirees Bob Adams, Ken Bielman, and Fred Harem in heading the in-firm fund raising effort for the Alumni Center was recognized. Also, Fred's liaison role in coordinating the CH2M HILL efforts and interests in the Alumni Center project were noted.

Surfing The Internet

For all you retirees that spend long winter evenings surfing the Internet, the firm now has a home page. Just type <http://www.ch2m.com/> and you are there. Some of the elements are "Under Construction" but there is a lot of information about new employees, job changes, areas of expertise, and the like.

ENR Rankings for 1995

The annual *Engineering News-Record* rankings have just been published. CH2M HILL is ranked number 5 in the top 500 design firms based on 1995 billings. We were number 6 last year. Parsons Corp., Brown & Root, Raytheon, and Fluor Daniel were

numbers 1-4. Rounding out the top 10 were Jacobs, Stone & Webster, Rust, ABB Lumnus, and Parsons Brinkerhoff. We were the top firm in sewer/waste, number 3 in hazardous waste (behind IT Corporation and KF Kaiser), and moved into the top 10 in transportation based on strong growth in this business group.

If you would like a copy of the full ENR rankings, please contact Andy Coffman/COR Denver (ext. 2425).

In order to get an idea whether retirees from across the country have similar views to those of us in Oregon, please complete this questionnaire and return it to either Ken or Jim by December 1, 1995 at the address shown on the cover memorandum.

1. Would you be in favor of a newsletter for and about retirees, published annually or semi-annually, at a nominal fee of about \$5.00/year? Yes 97 No 7 AMBIVALENCE 1

2. Would you be interested in periodic get-togethers for retirees, at your expense?

Two-day events? Yes 54 No 30 MAYBE 3

Regional events? Yes 60 No 21

Local events? Yes 75 No 16

All of the above? Yes 34 No 25

3. Are you interested in receiving more information from the firm regarding:

Interesting projects? Yes 85 No 7

Profits and losses? Yes 58 No 17

Personnel changes? Yes 72 No 15

Other information? Yes 42 No 12 If yes, specify

4. Are you interested in short-term project assignments?

Yes 46 No 56 If your answer is yes, do you think the firm is totally aware of your interests? Yes 22 No 24

5. Please offer any other comments you feel are appropriate.

LOTS OF COMMENTS OFFERED. SEE SUMMARY.

