

**Building a Winning Team**  
A Message From our Vice President



*Robert Doud  
Executive VP*

**T**eams win championships. Having superstars is a tremendous advantage, but the everyday guys who perform their roles and buy into the team-first strategy are the real keys to victory. Take for example, the Chicago Bulls and Michael Jordan. Do you think Jordan won those championships by himself? Jordan was definitely the best player, but he did not do it by himself. At McGuire and Hester, teams are requirements. It is impossible for anyone of our

projects to be completed successfully by one person acting alone. Once the Chicago Bulls realized that they also needed to focus on their other players and work as a team, they started to bring home the titles. This focus on the team mirrors a construction project, or at least how a winning company runs a project. The superintendent and project manager act as a coach of their team. They have the plan and set the vision. They assemble the project engineer, foreman, leadmen and get their input and buy-in. They have daily huddles with the crafts. If anyone in this group sees something that could be improved or a safety concern that was previously overlooked, they work together to solve the problem. The process repeats itself

over and over until we bring home our own title, like the first place 2010 Excellence in Safety Award that McGuire and Hester received for the over 500,000 man hours category. Just like a basketball team is constantly looking for new recruits, we also are bringing in new graduates and apprentices. Michael Jordan realized that his team would only be successful if the players around him also improved their game. Just the same, the companies that remain highly successful over time have employees that are both tenacious – doing what’s in the best interest of the company, and humble – focusing their time and energy on the people around them. Michael Jordan was probably always tenacious but it wasn’t until he gained a little humility and focused on how to help and share credit with others, that his team eventually won a title. I review our recruiting roster, called the Apprentice Manning Report and know we can do better. Too often I see 8 hours reported and gone. I think we all need to remember that we were once that new kid with no experience and fortunately someone was humble enough to take interest in seeing us grow and contributing their time so that we could become a contributing member to a winning team. Do you want to be part of McGuire and Hester’s winning team? Start by taking more interest in those you work with/for and especially the new apprentice. It will lead to more championships and you will be a better leader for it.

**SAFETY** SPECIAL FEATURE

**EUCA SAFETY AWARDS**

EXCELLENCE IN SAFETY AWARD  
2010

The EUCA Safety Awards Program recognizes the safest companies in our association. Contractor member companies may submit applications for the awards, chosen based upon company size and safety information including: work days lost to injury, workers' compensation modification rate, company safety policy, safety philosophy and more.

EUCA wishes to congratulate the following 2010 award recipients for making safety their top priority. On the following pages they share members of their staff, and answer the question, "What is the one thing you contribute to having a zero/low safety incident rate at your company?"

Category: Over 500,001 Man Hours—**McGuire and Hester**

"Without a doubt, the fact that our entire employee owned company is 100% invested in our Safety Program. From management to our field employees, everyone has the power and the responsibility to ensure that we work safely every single minute of every single day, because being "safe" doesn't end or begin on the jobsite. It is a mindset that all of us at McGuire and Hester consciously strive to maintain with every task we undertake. This can only be accomplished by ensuring our Safety Program remains positive, educational, interactive and adaptable each day." — Kim Fischer, Corporate Counsel

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# Oakland International Airport Tank Farm C Improvement Project



For the past decade the Oakland International Airport (OAI) has been one of the nations fastest growing airports. In 2008, McGuire and Hester was one of many contractors that took part in a \$300 million expansion and renovation project. The project included the addition of five gates to Terminal 2; enhanced food, beverage and retail concessions; a new baggage claim area; expanded areas for ticketing and security screening; and significant improvements to the roadways, curbsides and parking lots. That same year OAI had 269,631 aircraft movements (take-offs or landings), and was the 35th busiest among the major North American airports. It is estimated that approximately a dozen individual airline carriers refueled more than 117 million gallons of jet fuel in 2009. The jet fuel is stored in tanks that were originally installed in the early 1960's. In order to meet the growing needs of the airport, it was now time to replace what was known as Tank Farm S with three new 35,000-barrel tanks (1.2 million gallons) and an entirely new pipeline system. The location of the new tank farm, called Tank Farm C, would also change. The original tanks were located on a soft marine environment, with the Hayward Fault Zone only six miles from the airport making the Tank Farm susceptible to seismic related issues. The Tank Farm C Improvement Project was designed and overseen by Argus Consulting Inc., Headquartered in Blue Springs, Mo. Rick Fedric was Argus' onsite representative. McGuire and Hester was named the General Contractor for \$16,563,250 of the overall \$25 million dollar contract. Our portion of work began on March 4th, 2010 with James Alderman as the Project Manager overseeing the job, "...the key component of our portion of the project was to run all of the tank farm piping from Tank Farm C to the airfield and to install the pumps, filters and process piping." Approximately 1,200'

of the pipeline crossed under wetlands. In place of the more conventional jack and bore method, we chose to utilize micro tunneling for its known accuracy, which was performed by Vadnais Corporation. McGuire and Hester then welded 14" x 40' pipe sections into 80' lengths and jacked them into the 1200' micro tunnel. An additional challenge of this project was the access to the site. The site was located on an island only accessed by one 400' by 20' wide road at approx 6' elevation. When digging up the road, with the 400 series Kobelco excavator, we dealt with the constant flow of ground water that needed to be mitigated. Despite these challenges McGuire and Hester remained on schedule and delivered the new Tank Farm to Oakland International Airport qualifying for an early completion bonus.



**Click Here to read a full length article of this project as featured in Cal Contractor!!**

## Fuel Cost & Driving Habits



*Mike Haley  
Resource Manager*

The significant increase in the cost of fuel over the past 5 months does not suggest a change in driving habits, it requires it. We all are feeling the impact of this increase at home and at work. M&H's total fuel costs (off road and on road gas/diesel) for fiscal year ending March 2011 was \$1,333,015. The cost for the fuel that is burned in our company assigned vehicles for commute only (home address to main office and back each day)

exceeded \$650,000. That is almost 50% of our company's total fuel cost. As ESOP owners and union employee field managers, we need to take a close look at this and make the necessary and practical changes to reduce this commute fuel cost.

We are reviewing information on more fuel efficient engines for our F-150/250 trucks, and have been testing actual MPG of weighted loads that would represent the suggested amount of necessary tools that a lead man, foreman, or superintendent would carry on a daily basis. We are also looking at different types of trailers/tool sheds to store tools onsite, including tools made with lighter materials to reduce the weight being carried in trucks. Our goal is to provide the most fuel efficient truck/vehicle for the intended type of work, and reduce the required weight of tools in that vehicle, while servicing our projects.



While we are coming up with solutions, all of you that have assigned vehicles can help out with a few very basic changes/reinforcement to our driving habits that can positively affect the bottom line.

- Keep your vehicle serviced and fluid levels up.
- Do not let your gas or diesel engine idle. Idling is a waste of fuel/money and is the number one factor in diesel engine turbo failure and exhaust system repair costs.
- Routinely check the air pressure in your tires. Properly inflated tires maintain gas mileage and extend the life of the tires. Air stations, vacuums and wash racks are available in both the Oakland and Sacramento Yards (M&H spends on average \$12,000 a month on tire replacement and repair)
- Gradually bring your vehicle up to speed. Do not "drop the hammer" when accelerating.
- Pay attention to the amount of weight that you are carrying and make adjustments whenever possible. Every pound counts.

Those that have a company assigned vehicle realize an economic benefit with that assignment and have a responsibility for the care, cleanliness, and cost associated with that vehicle. We are all in this together and if following the basic suggestions above slightly improves your vehicles performance, then it will have a significant, positive effect to the bottom line collectively. Protect Our Assets!

## Empower Yourself With Safety!!



*Don Hunt  
Safety Officer*

Mike Hester said it best in his Safety Policy Statement, made in our Injury and Illness Prevention Program (IIPP). "Safety and Health in our business must be part of every operation. Without question, it is every employee's responsibility, at all levels." Mike continues "No employee is required to work at a job he/she knows is not safe or healthy. Your cooperation in detecting hazards

and, in turn, controlling them, is a condition of your employment. Inform your supervisor immediately of any situation beyond your ability or authority to correct. No reprisal or punitive action will ever be taken against an employee for providing such hazard notice to company management." Mike Hester is committed to a safe work environment for all of us and wants to reinforce the fact we all have the right, and obligation to control, correct or report all actual or potential hazards in our workspace. Contact me if you ever have a safety concern that needs attention. Make a commitment to safety so that we all can continue to enjoy healthy and productive lives.

## Giving Back - Wade Johnson Park, Oakland



*Crew (left to right) Ramon Figueroa, Victoriano Martinez, Jorge Gomez, Dave Burgeno and Milton Vasquez prepare site for the installation of playground equipment*

Prior to the extensive renovation, Wade Johnson Park was just a few benches used mostly by the homeless population in the area. When the Oakland Unified School District (OUSD) moved some of its offices into the old Cole Elementary School, which is adjacent to the park, OUSD Police Chief Pete Sarna recognized a need in the community. He realized that there were many children in the neighborhood with very little to do. First, he founded the “Together We Can” program. The program strives to create positive relationships between youth and police officers in addition to bridging the gap, it also provides a safe haven for many youths in the community. Chief Sarna then invited the neighborhood children to join. The children eagerly accepted the invitation and the program quickly reached capacity, but not one child was turned away.

Next, Chief Sarna looked at the barren shell the park had become and envisioned it as a playground for the children. He set about seeking funds for a transformation. Eventually, he connected with KaBOOM! and their sponsor, Foresters, and the rest is history.

However, the grounds had to be prepared for the installation of playground equipment and neither OUSD Police Services nor the City of Oakland had the funds to do so. In stepped Rebuilding Together Oakland and their sponsor, McGuire and Hester. Lead by Area Manager Brock Grunt and Project Manager George Malpass, McGuire and Hester donated their services to prepare the grounds for the installation. Without that contribution, the play-

ground equipment could not have been installed. Mike Hester, President of McGuire and Hester, brushes aside any words of praise with, “It’s rewarding to be in a position to give back once in a while. We have been blessed.” Kym Luqman, the Executive Director of Rebuilding Together Oakland, adds, “I was happy to bring our sponsor, McGuire & Hester into this wonderful community collaboration to build a safe play area for this neighborhood.”

With the grounds beautifully prepared, on April 30, hundreds of volunteers came out to install the play equipment, paint the basketball court, paint benches, install planter boxes, and complete other activities designed to enhance Wade Johnson Park. The renovated Park is within walking distance for children in the community and, with the location near the OUSD Police Services building, will provide a safe haven for neighborhood families to laugh and play together. Council member Nadel notes, “We really appreciate Chief Sarna’s vision and the assistance he received in making that vision a reality from the hundreds of volunteers and donors throughout the community and the city.”

The park is named after Wade Johnson, a community activist who founded the United Taxpayers and Voters Union, served on the Housing and Appeals Board and had the ear of many civic leaders, including then Chief of Police George Hart. One of his daughters, Dr. Vera Pitts, notes, “It is a tribute to his vision and civic involvement that his legacy includes a community park named for him.”

*Photo below (left and right): Local children enjoying opening day at the park*

*Photo below (middle): Bruck Grunt (M&H), sister of Wade Johnston, Kym Luqman (RBTO), Sgt Peter Sarna (OUSD Police) and Councilmember, Nancy Nadel Dist. 3*



Photo Credit of:  
www.zhuclear.com

## What Have You Done Today to Make McGuire and Hester More Successful?



*LaNelle Bergen  
HR Manager*

**A**t a recent construction conference I represented the employers perspective in a panel discussion about how to Survive and Thrive in an Apprenticeship. The number one question posed to the panel which included union leadership, a foreman, and several recently turned out apprentices was "What do I need to do to succeed in the construction industry -How do I get a name call?" Although none of the

panel members had ever spoken to each other before our session, we all gave remarkably similar answers to this question.

Successful apprentices displayed the same characteristics as all successful employees in any position:

1. They show up every day prepared to improve their skills and perfect whatever task they are given.
2. They let their supervisor know what skills and training they have and regularly ask for opportunities to learn new skills on the job.
3. On their own, they seek out opportunities outside of work to practice and learn new skills through volunteer activities like Habitat for Humanity or through courses at their local college, community college or adult

school.

4. They take advantage of free training opportunities through their unions and keep their certifications up to date so they are always prepared for work opportunities that come up.
5. They seek out more experienced employees either at work or outside of work to mentor them.
6. They asked lots of questions and attended company and union meetings to gain a better understanding of the industry and the role they, as an individual play in building a project.

In a nutshell, they understand that their crew is only as strong as its weakest member and show initiative by actively taking responsibility for being the strongest player they can be for their team.

Imagine what we could accomplish if every member of the McGuire and Hester team, whether just starting out or a seasoned professional, took the initiative to continue to grow and develop their skill set and encouraged one another to do the same.



## The Importance of Initiative



*Brock Grunt  
AM, East Bay*

**I**nitiative" is a word often heard in the description of those rising to the top amongst their peers. It is one of the first standout qualities McGuire and Hester looks for in future leaders. Initiative is also a recognized quality used in determining which individuals end up on our jobsites and more importantly, which ones remain there. Everyone wants to surround themselves with people who make their job easier, more productive and produce a better end product.

A winning team will be made up of motivated individuals who take the initiative to pay attention to the process, strive to learn new things, build upon this knowledge to speed the process, and maybe most importantly, learn from the mistakes being made. These are the type of individuals McGuire and Hester is looking for to build

our projects successfully, which ultimately keeps all of us employed for the long term.

Being an individual that shows initiative seems often to be a matter of choice or attitude toward ones job. Anyone can stand and watch and wait to be told what to do, and unfortunately many people seem to think this is acceptable. This attitude then relies on the individuals who are in charge to do all the thinking and to implement only their knowledge. A better scenario and the one we expect at McGuire and Hester is one where everyone is thinking and suggesting ideas to make the work in progress better. There always needs to be a leader to make a final determination on how the work will be done, but a good leader will always consider good suggestions and be willing to implement those good suggestions as appropriate. Among other qualities, every good leader began with a lot of initiative and the desire to see things go better. McGuire and Hester's survival depends on employees with initiative running in their blood from the most recent apprentice hire on up to the president. Choose to be one of these individuals so we can keep our winning team on top.

## Featured Successful Bid

**Job Name:** Foothill Blvd. Streetscape  
**Location:** Oakland, CA  
**Client /Owner:** City of Oakland  
**Estimated Start/Finish Date:** June / December  
**Contract Amount:** \$3,259,666

**Type of Work :** Pipelines, Grading, Paving, Concrete, Landscape  
**Estimator(s):** Kevin Exberger, Hugo Gutierrez  
**Take Off:** Jesse Burdine

The Foothill Blvd. Streetscape is one of eight major projects that make up Oakland's Central City East Project. Funding has been provided to revitalize the waterfront, commercial and residential areas by eliminating blight, improving the physical and economic environment and addressing affordable housing goals. Our portion of the project is located a couple of miles from our Oakland office and includes:



*futuristic Foothill Blvd, Oakland, CA*

- Removal and replacement of concrete curb ramps, sidewalks and decorative crosswalks
- Minor utility upgrades will take place while surface improvements are made.
- Installation of a new irrigation system, tree wells, site furnishings and a large entry monument.
- Three years of landscape maintenance

## Successful Bids SEPTEMBER - MAY

**Job Name:** McKinley & Monte Vista ES  
**Owner:** Tracy Unified  
**Client:** Roebbelen  
**Estimated Start/Finish Date:** May, 2011/ August, 2012

**Contract Amount:** \$2,897,080  
**Type of Work:** Pipelines, Grading and Paving  
**Estimator(s):** Sean Moss, Dave Koerber  
**Take Off:** Loran Wagener, Arnie Gutierrez, Ben Kozlow

The scope of the project entails demolition of most of the existing hardscape, landscape and utilities. Some portable classroom structures will also be demolished and removed. The new underground utilities scope of work consists of new storm, sewer, fire water and domestic water systems. The grading and paving improvement scope will consist of grading for new concrete surfaces throughout the school and grading/paving of new AC pavements in the parking lot. The softscape work will consist of fine grading for landscape and a new playground areas. The constraints of the project are tight working areas, coordination with other trades and an aggressive construction milestone schedule.

**Job Name:** Fedex 777 Gate Construction  
**Location:** Oakland Airport  
**Owner:** FedEx  
**Client:** Transystems  
**Estimated Start/ Finish Date:** ASAP/ November

**Contract Amount:** \$2,673,371  
**Type of Work:** Pipelines, Grading, Paving, Concrete,  
**Estimator(s):** Randy Somerday, Darren Phelps  
**Take Off:** Ian Cunningham

This project consists of the construction of a new PCC aircraft apron and associated storm drain, aircraft tie down, electrical and aircraft fueling system work. The project also involves the removal and replacement of asphalt concrete for cargo container deck area.

**Job Name:** Yermo Transload Facility  
**Location:** Yermo, CA  
**Owner/Client:** Union Pacific Railroad  
**Estimated Start/ Finish Date:** May / August

**Contract Amount:** \$2,322,234  
**Type of Work:** Grading  
**Estimator(s):** Dave Koerber  
**Take Off:** Arnie Gutierrez, Ben Kozlow

Job consists of constructing a new container yard facility. Includes new air compressor station and yard air piping, new high voltage power supply, new low voltage power supply for yard lighting, approximately 35,000 CY of mass excavation and 30,000 TN of Aggregate Base.

## Successful Bids SEPTEMBER - MAY

**Job Name:** Padres Drive Sanitary Sewer Rehab  
**Location:** San Jose, CA  
**Client/Owner:** City of San Jose  
**Estimated Start/ Finish Date:** June 2011/June 2012

**Contract Amount:** \$1,799,192  
**Type of Work:** Pipelines, Grading, Paving  
**Estimator(s):** Hugo Gutierrez

The sewer mains on Padres Drive, Hervey Lane and Minnesota Avenue have required frequent maintenance in recent years. Remote video inspection of these sewers revealed numerous cracks, broken pipes, accumulating debris, and offsets at pipe joints. This project will replace 2,840 feet of clay pipe with high density polyethylene (HDPE) pipe which is more flexible and can accommodate the soil movement in this area. Related work will also include the installation of 18 new manholes and rehabilitation of 2 existing manholes

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**Job Name:** Physical Science Bldg Earthwork  
**Location:** Los Altos, CA  
**Client:** Hathaway Dinwiddie  
**Owner:** Foothill-De Anza Community College  
**Estimated Start/ Finish Date:** May / August

**Contract Amount:** \$1,668,000  
**Type of Work:** Grading, Paving  
**Estimator(s):** Charlie Thome  
**Take Off:** Ian Cunningham

The Foothill Community College project encompasses three separate buildings that house the Engineering, Chemistry, Physics, and Nanotechnology departments. The three buildings total 57,000 SF. McGuire and Hester was subcontracted by Hathaway and Dinwiddie to handle all needed earthwork including related sitework and the grade and pave of a new parking lot.

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**Job Name:** LBNL Building 33  
**Location:** Lawrence Berkeley National Laboratory  
**Client:** Webcor  
**Owner:** US Department of Energy  
**Estimated Start/ Finish Date:** July/ February 2013  
**Contract Amount:** \$2,565,398

**Type of Work:** Pipelines, Grading, Paving, Concrete, Landscape  
**Estimator(s):** Hugo Gutierrez, Matt Daley & Randy Somerday  
**Take Off:** Danny Robinson & Karen Le

The project consists of four work packages, Earthwork/Sitework, Underground Utilities, Site Concrete and Landscape/Irrigation, required to construct a new building in the hills above UC Berkeley.

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**Job Name:** Douglas Bus Yard  
**Location:** Redwood City, CA  
**Client/Owner:** Sequoia Union HS District  
**Estimated Start/ Finish Date:** May / October  
**Contract Amount:** \$1,234,000

**Type of Work:** Pipelines, Grading, Paving, Concrete, Landscape  
**Estimator(s):** Randy Somerday, James Galvin  
**Take Off:** Danny Robinson, Uros Stojakovich  
Karen Le

New school bus parking facility in Redwood City. Scope of work includes removal of existing AC and concrete, new storm drain, grading, concrete paving, asphalt paving, concrete retaining walls, and new bio-retention areas with landscaping.

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**Job Name:** Piedmont Ave Sanitary Sewer  
**Location:** Berkeley, CA  
**Owner/Client:** UC Berkeley  
**Estimated Start/ Finish Date:** May / August

**Contract Amount:** \$998,980  
**Type of Work:** Pipelines, Grading, Paving, Concrete,  
**Estimator(s):** Kevin Exberger, Darren Phelps  
**Take Off:** Ian Cunningham

This project entails a new sewer line, storm drain, full depth asphalt removal and replacement along a stretch of Piedmont Ave. directly in front of Memorial Stadium where we are currently working. We'll also be removing the existing asphalt sidewalk and replacing with concrete sidewalk, and a stepped wall running the entire length of the project (roughly 400'), with a granite cap, while adjust the grades slightly throughout the project.

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**Job Name:** Genentech B2-H13 Demo  
**Location:** Los Altos, CA  
**Client:** Dome Construction  
**Owner:** Genentech  
**Estimated Start/ Finish Date:** May / August

**Contract Amount:** \$617,474  
**Type of Work:** Grading, Paving,  
**Estimator(s):** Matt Daley, Don Hunt  
**Take Off:** Danny Robinson, Ian Cunningham

This project consist of grading, paving and landscaping a two-acre site with associated storm drain, bioswale, concrete pavement and curbing improvements.

## Successful Bids SEPTEMBER - MAY

**Job Name:** Stanford - Cantor Art Center  
**Location:** Stanford, CA  
**Owner/Client:** Stanford University  
**Estimated Start/ Finish Date:** May / June

**Contract Amount:** \$500,000  
**Type of Work:** Pipelines, Grading, Concrete  
**Estimator(s):** Kevin Exberger

McGuire and Hester was picked to install a 80' x 80' x 12" concrete slab for a donated piece of artwork to be set by others. We'll be required to reroute all utilities which currently run beneath the location of the new slab. The project was not fully designed at bid time, and a large portion of it we'll be done at time and materials. The project also includes new ornamental metal fencing and landscape restoration around the project.

### Successful Bids Less than 500k MARCH - MAY 2011

- |  |   |  |
|--|---|--|
| ✧ Turner OUSD Downtown Ed Ctr Landscape<br>– <b>Kevin Exberger</b>   | ✧ Kaiser Vallejo Parking Lot<br>– <b>James Galvin</b>             | ✧ Swinerton Chevron Bldg W Concrete<br>– <b>Kevin Exberger</b> |
| ✧ Ray's Electric E. 18th Improv., Oakland<br>– <b>Kevin Exberger</b> | ✧ Lion Creek Crossing Park<br>– <b>Kevin Exberger</b>             | ✧ Port of Oakland 3" Grind and Pave<br>– <b>James Alderman</b> |
| ✧ Pankow Mills Peninsula Emerg. Generator<br>– <b>Charlie Thome</b>  | ✧ Turner OUSD Downtown Ed Ctr Concrete<br>– <b>Kevin Exberger</b> | ✧ ACCO Foothill College<br>– <b>James Alderman</b>             |
| ✧ Turner MET High School Earthwork<br>– <b>Dave Koerber</b>          | ✧ DPR Fuel Piping & Tank Mercy Hospital<br>– <b>Jeff Hoebel</b>   | ✧ HFH Brookfield Potholing<br>– <b>Kyle Carone</b>             |
| ✧ Turner OUSD Downtown Ed Ctr Earthwork<br>– <b>Kevin Exberger</b>   | ✧ Swinerton Chevron Bldg W Earthwork<br>– <b>Kevin Exberger</b>   | ✧ UCSF Irrigation Controllers<br>– <b>Matt Daley</b>           |
| ✧ Turner OUSD Downtown Ed Ctr Utilities<br>– <b>Hugo Gutierrez</b>   | ✧ Dome Genentech B3 Crosswalk So. SF<br>– <b>Kevin Exberger</b>   |  |
| ✧ Stanford KMC Crosswalk on Serra St.<br>– <b>Kevin Exberger</b>     | ✧ Swinerton Chevron Bldg W Landscape<br>– <b>Kevin Exberger</b>   |  |

### EUCA Scholarship Awarded To M&H PM's Daughter

Congratulations to Robyn Malpass, daughter of Project Manager, George Malpass, who was awarded a EUCA Scholarship at an awards ceremony that took place at the Crow Canyon Country Club in Danville on Thursday, June 17th. Robyn will be attending school at Loyola Marymount University (LMU) in the fall where she plans to major in Pre-Med in order to one day achieve her goal of becoming a geneticist.

*Photo below: Robyn Malpass with Dad, George and Mom, Linda at EUCA Awards Ceremony*



Got what it takes?

#### Currently hiring Project Managers, Project Engineers and Estimators

McGuire and Hester is dedicated to the selection and development of quality people to provide our clients with quality service. Our reputation is stellar and our sustained growth of more than 80 years is built on Trust. We are proud of our well rounded job portfolio and the career satisfaction our employees experience working with multiple disciplines.

If you are interested in long-term stability, pride and an opportunity to work with some of the best, please email your resume or application for employment to: LaNelle Torkelsen, Human Resources Manager at [ltorkelsen@MandHCorp.com](mailto:ltorkelsen@MandHCorp.com) or fax to (510) 562-5210.

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