

## Employee Newsletter to Receive Facelift

BY NAN VAN DER STEUR  
Contributor

Beginning with next month's issue, the *Grayt News* will have a whole new look. (The new format is still under construction, which is why this issue looks different).

The goal of our company newsletter has always been to provide valuable information to our associates. It should be an integral and important part of our overall communication so that all employees, no matter their location, are kept in the loop on important happenings. Employee milestones, significant company announcements, construction updates, new hire profiles – these are the kinds of topics we always want to highlight.

Starting in February, we will broaden the scope of the publication a bit, and open it up to departmental submissions. Milestones or significant accomplishments will be shared on a regular basis. The newsletter will also be used to advertise upcoming employee events, clarify procedures, announce promotions and community grand openings, publish important reminders, etc. A bulletin board, where employees can post various items for sale, will also be a new feature.

While the *Grayt News* centers on Gray Development Group as a firm, the newsletter will also be used to spotlight the company's primary component: its people. Do you maintain a personal website or have an interesting hobby you'd like to share? Did you recently take an exotic trip? Helping us get to know each other better is another important tool of the newsletter—plus, that can be fun. This publication is yours, so everyone's input will be welcome.

Each month I will ask all departments to provide milestones or successes that should be shared company-wide. If you have additional story ideas or content suggestions at any time, please forward them to me at nan@graydevelopment.com.

The *Grayt News* will be published the second week of each month.

## President Gray Ties the Knot

BY PAUL FANNIN  
Contributor

Bruce Gray and Barbara Lees (now Barbara Gray) were married in Aspen, Colorado on December 28, 2007. The ceremony was held in a beautiful European style church located at the base of the majestic, snow covered Colorado Rockies.



The venue for the wedding reception was truly unique—a warm, picturesque mountain lodge at the top of the Aspen Highlands ski run, 9500 feet above sea level. Really. The bride, groom and their guests were transported by “snow cat” to and from the lodge.

It was a wonderful time for all. The bride and groom spent their honeymoon in the Aspen wonderland.

Best wishes to Mr. and Mrs. Gray!

## January Birthdays

- Jan. 1 Jessica Spriggs (Indigo Palms)
- Jan. 5 Este Smith (Pavilions on Central)
- Jan. 7 Pauline Scanland (Corporate)
- Jan. 7 Luis Uribe (Corporate)
- Jan. 10 Rachel Rose (Indigo Palms)
- Jan. 13 Gregorio Garcia (Corporate)
- Jan. 13 Felix Haro (GRIGIO TTL)
- Jan. 14 Derek Cayton (Corporate)
- Jan. 17 Matthew Eakins (Areté)
- Jan. 23 Brett Nelson (GRIGIO TTL)
- Jan. 28 John Sawyer (Corporate)
- Jan. 30 Matthew Shropshire (The Park)

*Best wishes to everyone celebrating a birthday this month. May the coming year bring wonderful things!*



## Spotlight on Brian Kearney

Brian Kearney joined the company in September as Vice President of Development and Operations. Before coming to GDG, Brian served as the President and CEO for Downtown Phoenix Partnership. His contributions to the Partnership were so significant that Brian was recently honored at the annual DREAMR (Downtown Revitalization Effort Awards of Merit and Recognition) event at the Hyatt Regency Phoenix. Congrats, Brian!

Brian grew up in Houston, Texas and graduated high school from Montrose, Colorado. (Interestingly, he played high school baseball with Roger Clemens). After receiving a Bachelor's degree in Political Science from Colorado State University, Brian obtained his Master's Degree in Public Administration from Texas A&M University.

Married for 22 years, Brian and his wife Karin have three children: Kolby (24) works for CCBG; Shea (18) is a pole vaulter for Rice University in Houston; and Dylan (14) is a wrestler at Desert Vista High School.

Brian enjoys traveling, reading and golf.

## January Anniversaries

- 01/24/2000 Linda Phibbs (ATT/Corporate)
- 01/02/2002 Mike Clow (Corporate)
- 01/09/2002 Brandi Hunt (Corporate)
- 01/31/2002 Christen Sypolt-Bowers (Corp.)
- 01/17/2005 Louise Harris (Corporate)
- 01/16/2006 Cole Grantham (Biltmore Club)
- 01/23/2006 Liz Schloss (Barossa PR)
- 01/15/2007 Monroe Copening (Biltmore Club)
- 01/22/2007 Gabriel Diaz (Indigo Palms)

*Congratulations to those associates marking the anniversary of their hire this month.*



## Employee Referral Fee Increases

BY PAUL FANNIN  
Contributor

I am happy to inform you that the employee referral reward has been increased from \$300 to \$1,000 effective retroactive to last December. The new reward will be applicable for referrals with start dates of December 1, 2007 or later.

After hearing your suggestions, we decided to “kick it up a notch” with a more generous referral reward, to generate greater excitement about recruiting qualified staff. Employee referrals are a key source of new job candidates, and I encourage you to take advantage of this incentive.



There are a few terms (sort of the fine print!) that go along with this but they're pretty short and sweet. First, as has always been the case, employees hired through referrals must remain on the job for a minimum of 90 days. Second, only regular, full-time employees who are current employees at the time the referral form is completed, and at the time the referral fee is paid, are eligible for an employee referral fee. Additionally, referral fees are paid only for regular, full-time jobs.

*And don't forget: your name, as the referring employee, must be included on the candidate's original GDG job application.*

The referral form can be found on the Shared drive at S:\Forms Permanent\HR Forms.

## Current Job Postings

If you are interested in applying for any of the following positions, or if you know of someone interested in employment with GDG,

contact your current manager. If you do refer a new hire, you will be paid a referral reward of \$1,000 following his/her completion of 90 days of employment. Job opportunities current as of January 23 are:

### GRAY CONSTRUCTION

Contact Joe Lauer at JLauer@graydevelopment.com, or at (602) 954-2324:

- 1 or 2 Project Managers
- 1 or 2 Assistant Project Managers
- 1 or 2 Lead Superintendents

### GRIGIO TEMPE TOWN LAKE

Contact Mary Marin at M.Marin@grigio.com, or at (480) 449-0200, ext. 100:

- Community Specialist
- Engineer (Maintenance Technician)
- Housekeeper/Suite Attendant

### INDIGO PALMS

Contact Tracy L. Vaughan at ipmgr@graydevelopment.com, or at (602) 795-8440:

- Service Technician

### PARADY GRAY ARCHITECTS AND PLANNING

Contact Brian Cassidy at BCassidy@graydevelopment.com, or at (602) 381-5605:

- Architectural Project Manager
- Intermediate CADD Operator

Please send additions to or deletions from the job postings list to Nan van der Steur at nan@graydevelopment.com.

## Oh, Baby!

Areté Assistant Manager Matt Eakins and his wife Angel are the proud parents of Brady Thomas, born November 13th. Brady is their third son and weighed in at 7 lbs., 2 oz. and was 20 ½” long.

(Just two more and you have a basketball team, Matt).

On January 15th, John and Brenda Conto welcomed son Jayden James, who weighed in at 8 lbs., 10 oz.

and was 21 ¼” long. Jayden is the first for the Contos, and the family is doing well.

If you have personal triumphs or happy events you would like to share with your fellow Gray Development associates, please forward your news to Nan van der Steur at nan@graydevelopment.com. All submissions are welcome; your items will be included in a future newsletter.



Arizona Capitol Building, circa 1908

## Arizona Fun Factoids



The amount of copper on the roof of the Capitol building is equivalent to 4,800,000 pennies.



Petrified wood is the official state fossil. The bola tie is the official state neckwear.



In Arizona, it is unlawful to refuse a person a glass of water. It is also against the law for donkeys to sleep in bathtubs.



Wyatt Earp was neither the town Marshall nor the Sheriff of Tombstone at the time of the shoot-out at the OK Corral.



Paul Jones Fannin (grandfather of our own CEO) served as Governor of Arizona from 1959 to 1965. He was the 15th governor of the state.



Of all 50 states, Arizona has the largest percentage of its land set aside and designated as Indian lands.