

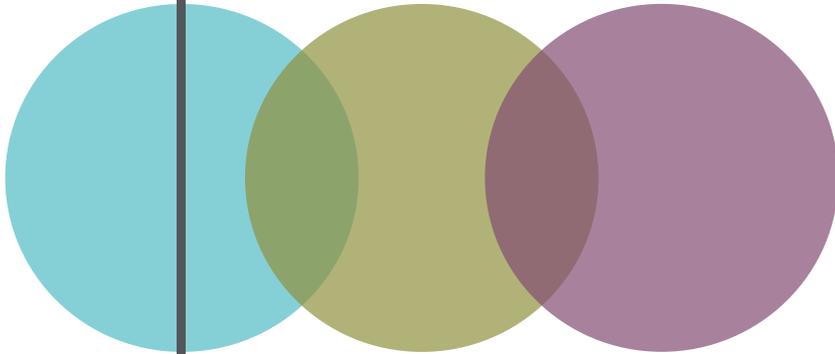
2017

CORPORATE SOCIAL RESPONSIBILITY

BREAK THE MOLD.

REVOLUTIONIZE THE EXPERIENCE.

BUILD WHAT MATTERS.





DAIRY BLOCK MIXED-USE DEVELOPMENT

RACHINA
SOUTHWESTERN HALL

2017 PROJECT STATS

SAUNDERS STATS



18
projects started
over \$1 million



8
projects completed
over \$1 million



58
total express
projects

SAUNDERS HEATH STATS



5
projects started
over \$1 million



6
projects completed
over \$1 million

11.26%

DIVERSE
SUBCONTRACTOR
PARTICIPATION

8 PREFACE

16 ECONOMIC

24 ENVIRONMENTAL

34 SOCIAL

TABLE OF CONTENTS



A LETTER FROM THE PRESIDENT & CEO

Throughout the organization, Saunders employees practice Corporate Social Responsibility (CSR), whether they're aware of it or not. There's no checklist, no status updates — it's simply in our to DNA to ensure we're doing our best in all aspects, and we're pleased to share those results in our eighth consecutive CSR Report.



In 2017, Saunders saw immense growth and advancement — not just in work program, but in corporate identity. From refreshing our logo to creating an efficient delivery model in our Express Services Group, we know that if we're not in a state of growth, we're in a state of decline.

To help sustain this considerable growth, we doubled down on our CSR initiatives. Saunders recognizes that investing in our people, focusing on safety, improving business processes and reducing environmental impact adds value in our industry.

It's our responsibility to you, our communities and ourselves to operate safely, sustainably and transparently as we deliver our vision of building what matters. This report is part of that responsibility and it details how we develop and apply our skills to ensure we're doing our part.

Economic — Strengthening our foundation comes in many forms, not the least of which is stability. Our clients choose us, in part, because they know we will partner and do what we say we will. This drives our growth, because while it seems simple enough, the truth is that the more work a company takes on, the easier it is to rest on

laurels. We refuse to get comfortable — our growth only intensifies our commitment to providing the best client experience. The Rocky Mountain region is our home and we're dedicated to delivering unparalleled services in the market — our newly constructed headquarters in Colorado and acquisition of Saunders Heath in Fort Collins, Colorado, can be viewed as proof.

Environmental — The nature of our work does not define our environmental impact. We take proactive steps to ensure we're increasing efficiencies, reducing emissions and diverting waste in every way we can. In 2017, we brought on Group14 Engineering, a consulting firm committed to improving the energy and resource efficiency in business operations, to work alongside us in our CSR efforts.

Social — Our people are our most important asset. The significance of investing in and engaging with our work force cannot be underestimated. Whether it's training, fitness and wellness, career development or providing an inclusive workplace, it's our mission to have employees come to work every day loving what they do.

The construction industry is complicated and as our work grows and evolves, we find ourselves going back to our roots. Our people and core values provide us with all we need to get the job done and do it in a manner that's unique to Saunders.

Greg Schmidt

SAUNDERS ADOPTS B CORP™ IMPACT ASSESSMENT FOR CSR ACCOUNTABILITY

As part of its Corporate Social Responsibility (CSR) commitment, Saunders follows set guidelines. As part of these guidelines, Saunders reports its annual environmental, economic and social findings to an independent third-party standards organization. For the past seven years, Saunders has used the Global Reporting Initiative (GRI) Index, however, the company made the decision to switch to a more relevant certification that more accurately measures its business impact.

Saunders now follows the guidelines of Certified B Corporations (B Corps or B Corporations). B Corps are for-profit businesses and leaders of a global movement of people using business as a force for good. B Corps are certified by the nonprofit B Lab® to meet rigorous standards of social and environmental performance, accountability and transparency.

Today, there is a growing community of more than 1,700 Certified B Corps from 42 countries and over 130 industries working together toward one unifying goal: to redefine success in business.

SAUNDERS' B CORP IMPACT ASSESSMENT SCORE = 80.2 POINTS

CORPORATE OVERVIEW

Established in 1972, Saunders Construction, Inc., is an employee-owned S Corporation headquartered in Englewood, Colorado, performing work primarily in the Rocky Mountain region of the United States. It is managed by a board of directors and a 13-person management team that focuses solely on daily operations. Saunders is one of the largest and most stable companies in the industry, consistently ranking as one of the top general contractors. From well-known education, mixed-use, healthcare, industrial, infrastructure, municipal, residential, recreation and office buildings to major retail centers, we deliver the value, reliability and integrity that comes from a company based on a tradition of excellence and dedication to the community. As a true builder, Saunders employs more than 600 skilled field and office personnel including foremen, carpenters and laborers.



MEMBERSHIPS

Urban Land Institute

Associated General Contractors

United States Green Building Council

Corporate Headquarters

86 Inverness Place North
Englewood, CO 80112

p 303.699.9000

w saundersinc.com

Downtown Denver Suite

1705 17th St., Suite 350
Denver, CO 80202

Saunders Heath

141 Racquette Dr.
Fort Collins, CO 80524

p 970.221.4195

w saundersheath.com

ADAMS COUNTY HUMAN SERVICES CENTER



Workforce and Business Center
Children and Family Services
Financial Assistance Programs
Child Support Services

NO RFP NEEDED: SAUNDERS BUILDS ITS OWN DREAM "HOME"



Employees moved into the office in May 2017

As a construction company, Saunders is used to guiding client's through the process of building their vision, but the tables were turned when *they were the client*. Building one of its most important projects to date, Saunders knew the pressure was high, but the expectations even higher.

Saunders' previous office, acquired in 1983 by founder Dick Saunders, served the company well in its 34 years of use. It saw multiple additions and renovations to accommodate its growing employee base, but by 2015, it had met its capacity.

After much market research, Saunders Commercial Development Company purchased a six-acre lot for the new office in a business park in Englewood, Colorado.

The Saunders project team worked with Intergroup Architects to design a space that promoted more personal interaction and collaboration through an open-floor plan, re-imagined work spaces and allowed a subtle, yet evident display of Saunders' quality craftsmanship.

Armed with the best construction experts in the industry, Saunders got to work on building the two-story, 36,000-square-foot office in June of 2016. The new headquarters includes five conference rooms, several privacy and huddle rooms, two breakrooms, lounge spaces throughout, a hardscape patio with firepit and six-burner grill, and training facility. The first level breakroom includes a fully functional floor-to-ceiling glass garage door, which employees enjoy during the warm months and for industry events.

The project would not be complete without a signature feature – an architectural concrete wall that spans nearly the entire length of the building, front to back. The feature was honored by the American Concrete Institute of Colorado with the 2018 Excellence in Concrete – Decorative award.

Wellness-focused alternatives in the office include:

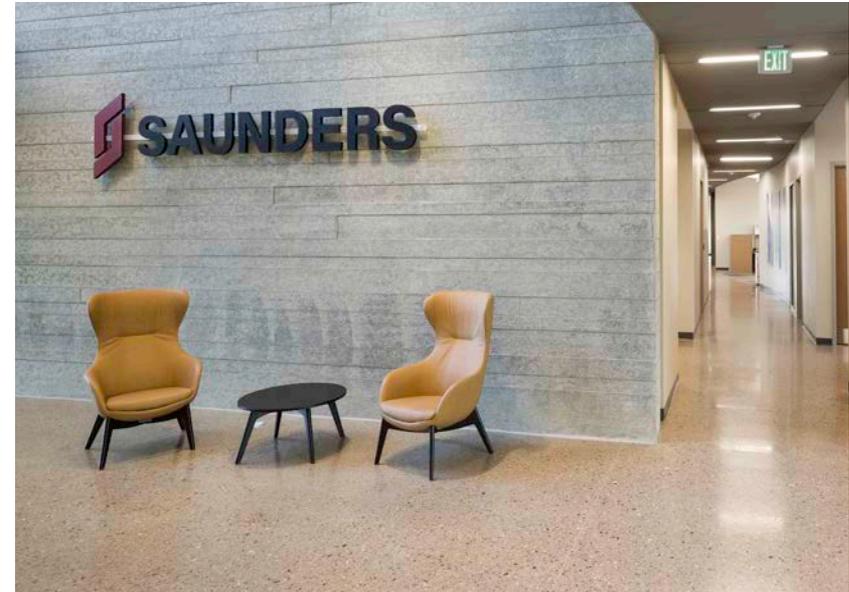
- height-adjustable sit/stand desks at every workstation
- healthy vending machines
- fitness center
- reverse osmosis water system
- energy efficient appliances

NEW LOGO CONNECTS PAST, PRESENT AND FUTURE

After two years of research and design, Saunders unveiled its new logo in the spring of 2017. The new look reflects both the evolution of the company, as well as its vision for future growth, while reinforcing its commitment to the firm's founding values.

“The Saunders brand connects us internally and externally, and visually defines who we are and what we represent. We provide a unique customer experience in our industry, and the organization has grown in both numbers and skillsets to support this diversity,” said Greg Schmidt, Saunders president and CEO. “At our core, we take our clients’ ideas from concept to reality, providing finished products driven by quality and ingenuity. We incorporated these aspects into the design of our new logo and hope it reflects our diversity in both service and thought, our innovative spirit and our unwavering commitment to our clients and community.”

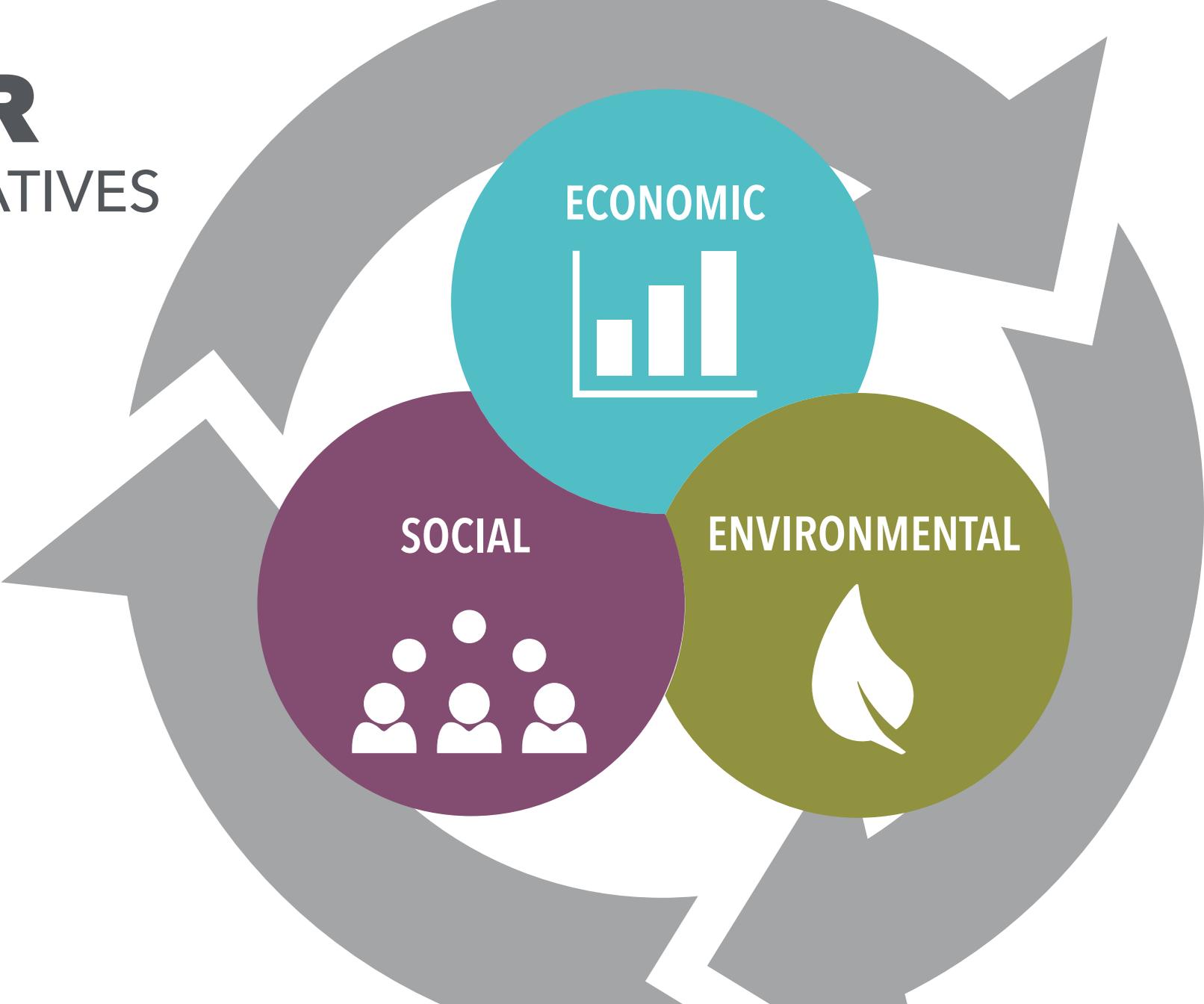
The new logo echoes Saunders’ successful and strategic placement as a company that provides its clients with true authenticity and an experience that surpasses the standard in the construction industry and beyond. The design was also chosen, in part, for its timelessness and ability to encompass the Saunders story.



*A Brand Advisory Panel
made up of Saunders employees,
both from the field and office,
played an integral role in the
development and implementation
of the new logo.*

But with all the new, came the realization that staying true to who Saunders is was imperative in this evolution. Drawing from the company’s core values and culture, the new logo incorporates a few recognizable features of the previous logo — the maroon color and a modern take on the “S” watermark.

CSR INITIATIVES



ECONOMIC



Maintain, grow and diversify our work program.

Cultivate high quality relationships with industry partners.

Implement efficient and effective business processes.

ENVIRONMENTAL



Require all project sites to recycle construction waste.

Reduce our use of water by installing low flow fixtures in our office.

Measure our carbon footprint and evaluate best practices for emissions reduction.

SOCIAL



Encourage participation in company-sponsored fitness events.

Grow our Building Confidence in Kids™ charity program.

Create opportunities for employees and their families to participate in volunteering.

Provide continual opportunities for training and development to employees.

ECONOMIC

ECONOMIC IMPACT

SAUNDERS HEATH

SAUNDERS EXPRESS

DEN GREAT HALL



PAYROLL TAX
\$4,210,424

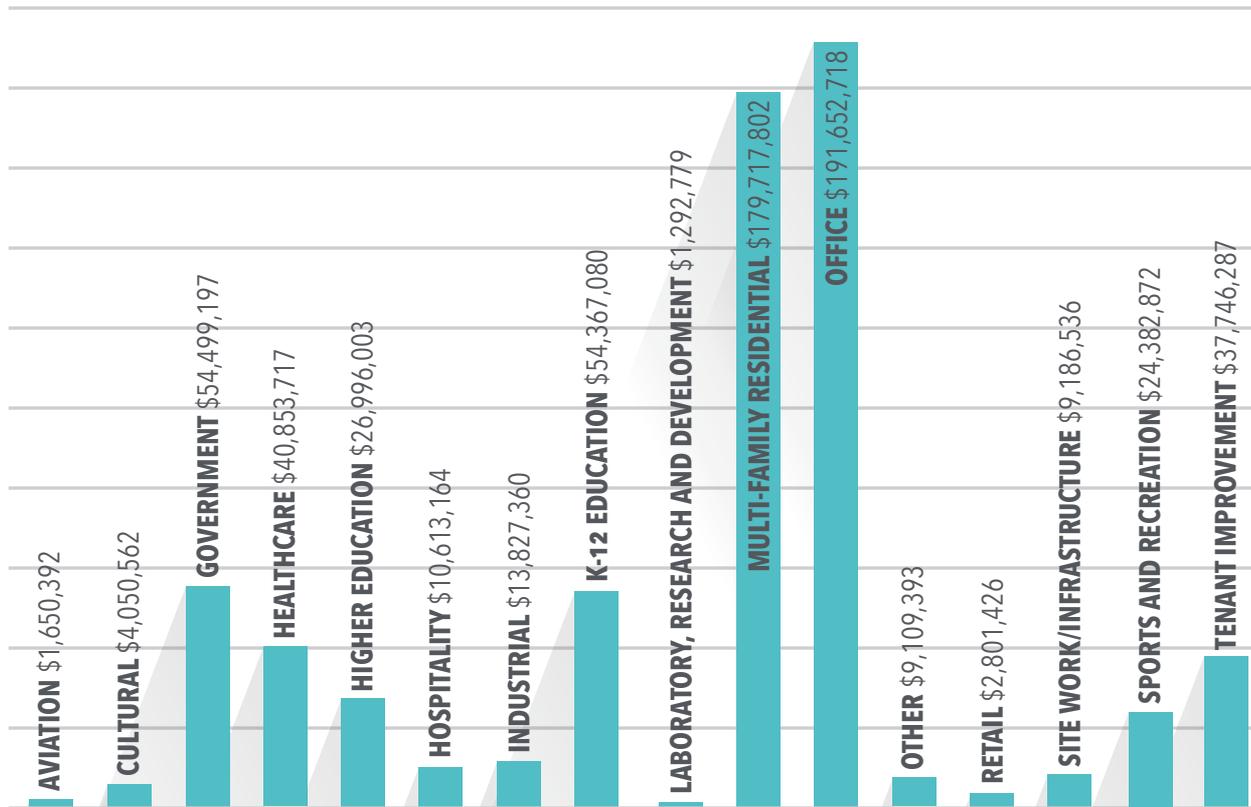
MEASURING OUR ECONOMIC IMPACT

Economic Performance
Saunders' Estimated
Market Share of
Commercial Construction
**based on available data*

2017
12.2%

2016
8.3%

2015
8.8%



ECONOMIC GOALS

broken out
by market sector

2017 Revenue
\$662,747,288
Includes all Saunders subsidiaries

SAUNDERS HEATH MAKES ITS DEBUT



In November 2017, Heath Construction, a Saunders Construction, Inc., subsidiary and industry leader in the northern Colorado region, announced that the company had officially changed its name to Saunders Heath. The company logo was also redesigned to reflect the name change.

In 2014, Saunders merged with Heath Construction, enabling Heath to offer more services, value and expertise to their current and future clients. The Saunders Heath capacity and capabilities have rapidly advanced since the start of the partnership and the name change reflects the enhanced offerings of Saunders Heath.

“We’re proud to become part of the Saunders brand and culture,” said Dave Sandlin, president of Saunders Heath. “We think this new brand echoes that we’ve created a unified company who has the people, processes and portfolio needed to take on any project.”

Saunders Heath maintains its roots as a local business, but is able to leverage integrated and shared services to increase performance.

“As always, we’re proud to still maximize our greatest resource – the employees who live, work and play in the surrounding communities.”

– Dave Sandlin
Saunders Heath President



MAINTAINING FOCUS THAT FOSTERS GROWTH

Growth isn't always measured in a single exponential increase, sometimes it's steady increments over years where an organization finds out just how much of an impact hundreds of smaller pieces have on the big picture.

At Saunders, this can be found within its Express Services Group. Formed in 2004 with the intention of focusing on tenant improvements, renovations and new construction projects under \$15 million, Saunders Express Services prioritizes these projects that are so critical to differentiating its presence in this market.

BP U.S. Lower 48 Onshore Business Headquarters | Denver, Colo.

This past year saw a renewed effort in the strategy for providing these services to the market. Headed by Jim Pagano, manager of Saunders Express Services, they redefined their delivery model to successfully pursue, price, construct and turnover these projects.

“There’s a need in this market to have a qualified, capable and trustworthy company build work — no matter the size,” said Pagano. “These projects are usually quick and hard-hitting. That means everything to has to be pre-planned and buttoned up long before construction starts. Our sole purpose as a group is to provide these services and do it better than anyone else.”

Saunders employees on an Express project see it from procurement to groundbreaking and ribbon-cutting, often times in less than a year. Starting and completing jobs in a high repetition pattern provides employees expertise that is unique to this market, resulting in a better experience for clients.

“We have a commitment to our clients to turn their vision into reality, no matter the size or scope of a project,” said Ryan Balakas, vice president at Saunders. “To that end, we also have a responsibility to maintain a diverse work program that supports our employees and business, and this market is crucial in providing that.”

EXPRESS PROJECTS



\$100
million
worth of work in 2017

COLORADO'S FIRST P3 AIRPORT BUILD SECURES FUNDING

The country's fifth busiest airport is located on the eastern outskirts of Denver, providing transportation to over 60 million passengers a year, with 23 airlines servicing 194 nonstop destinations.

With consistent growth on the books for the past five years, Denver International Airport (DEN) needed a plan to address its aging infrastructure and upgrade its passenger experience. One of the solutions was to completely redesign and renovate Jeppesen Terminal, DEN's Great Hall.

In August 2017, the Great Hall Redevelopment Project, Colorado's first vertical commercial building public-private partnership (P3) was approved by the Denver City Council. Not long after the ink dried on the contract, the Great Hall Project reached financial close in December 2017 – meaning funding for the project to proceed had been secured.

Long-term investment in the project is structured through private investors. There is a long-term revenue share through retail concessions as part of a collaboration with DEN. The project will take four years to complete and will be managed,



Greg Schmidt, Saunders President & CEO

built and maintained by Great Hall Partners, a partnership that includes Ferrovial Airports, JLC Infrastructure and Saunders Concessions LLC. Construction begins in the summer of 2018.

The renovation of the Great Hall is aimed at creating a best-in-class experience for all passengers, which includes the design and construction of the following elements:

- Moving security from Level 5 to Level 6, enabling a much greater customer experience and expediting passengers through security processes.
- Implementing new, state-of-the-art “automated security lanes” and a new queueing concept that will reduce lines and wait times.
- New airline ticketing to enable better mobile check in and state-of-the-art passenger options for their travel needs.
- New support facilities and offices for DEN employees.
- Revitalizing Level 5 into a one-of-a-kind passenger experience with a variety of shopping, dining and family entertainment options.
- New canopies on the curbside of Level 6.
- Modifying structural, mechanical, electrical, plumbing, communication and life safety systems to work with the new passenger experience.
- A seamless connection from the Westin Hotel and A Line commuter rail to the terminal for arriving passengers and visitors.



ENVIRONMENTAL

LEED PROJECTS

TECH GIANT POWERED BY SOLAR

ENVIRONMENTAL EFFORTS

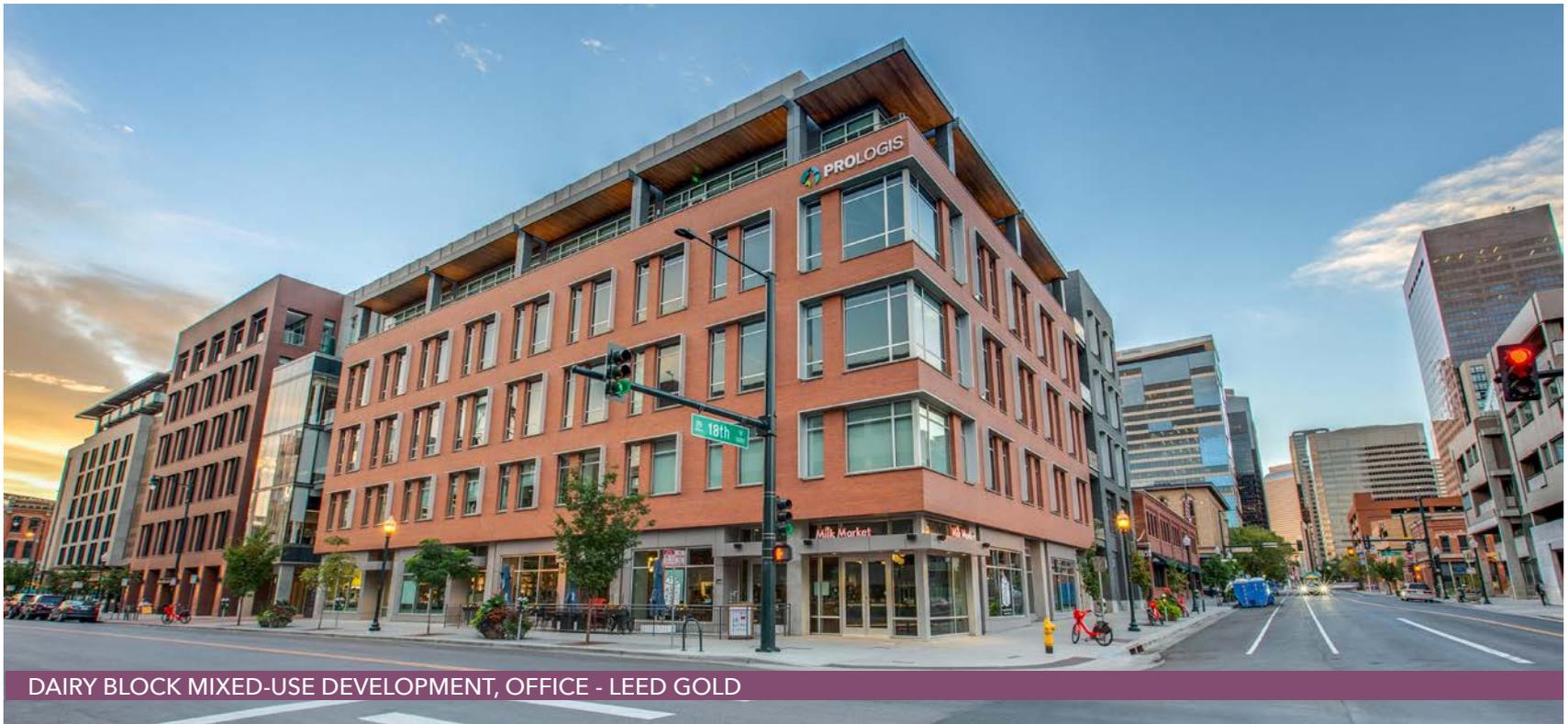
A DISCOVERY FOR THE AGES



MANAGING ENVIRONMENTAL IMPACT



58 LEED PROJECTS



DAIRY BLOCK MIXED-USE DEVELOPMENT, OFFICE - LEED GOLD

PRESERVING BOULDER WITH SOLAR

Saunders-led construction on a tech campus for one of the world's largest search engine companies aims to provide employees with a holistic workplace through sustainable features and health and wellness offerings.

The 200,000-square-foot building located in Boulder, Colorado, is powered by over 400 solar panels totaling 132kW. This solar program will produce approximately 182,500 kWh of electricity annually, or the equivalent of reducing at least 136 metric tons of CO₂ (clean energy equivalent based on EPA's energy calculator).

Additional features to bolster the campus's commitment to energy, activity and sustainability include:

- Built to the City of Boulder's progressive Energy Conservation Code.
- High-performance building envelope.
- Expansive walking and bike paths.
- Redesigned ditch into a tree-lined waterway engineered to withstand a 100-year flood.

kW



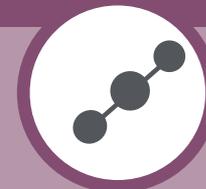
KILOWATT
Unit of electric power.

kWh



KILOWATT HOUR
Measurement of energy consumption, based on usage of 1,000 watts of electricity for an hour.

CO₂



CARBON DIOXIDE
Colorless, odorless, non-combustible greenhouse gas.

ARCHETYPE DISTILLERY



STORMWATER POLLUTION PREVENTION



Pollutants such as oil, fuel and sediment are prevalent in construction operations and can have a major impact on the local environment. Saunders implements stormwater management practices on all of its projects to reduce impact and is proud to report no violations.

REDUCING PAPER CONSUMPTION

Reducing paper consumption became a Saunders environmental initiative in 2009. Since then, they've fully implemented going paperless on all projects – first utilizing feasible alternatives



where applicable, with the ultimate goal of eliminating paper consumption in non-essential daily functions.

CONSTRUCTION WASTE

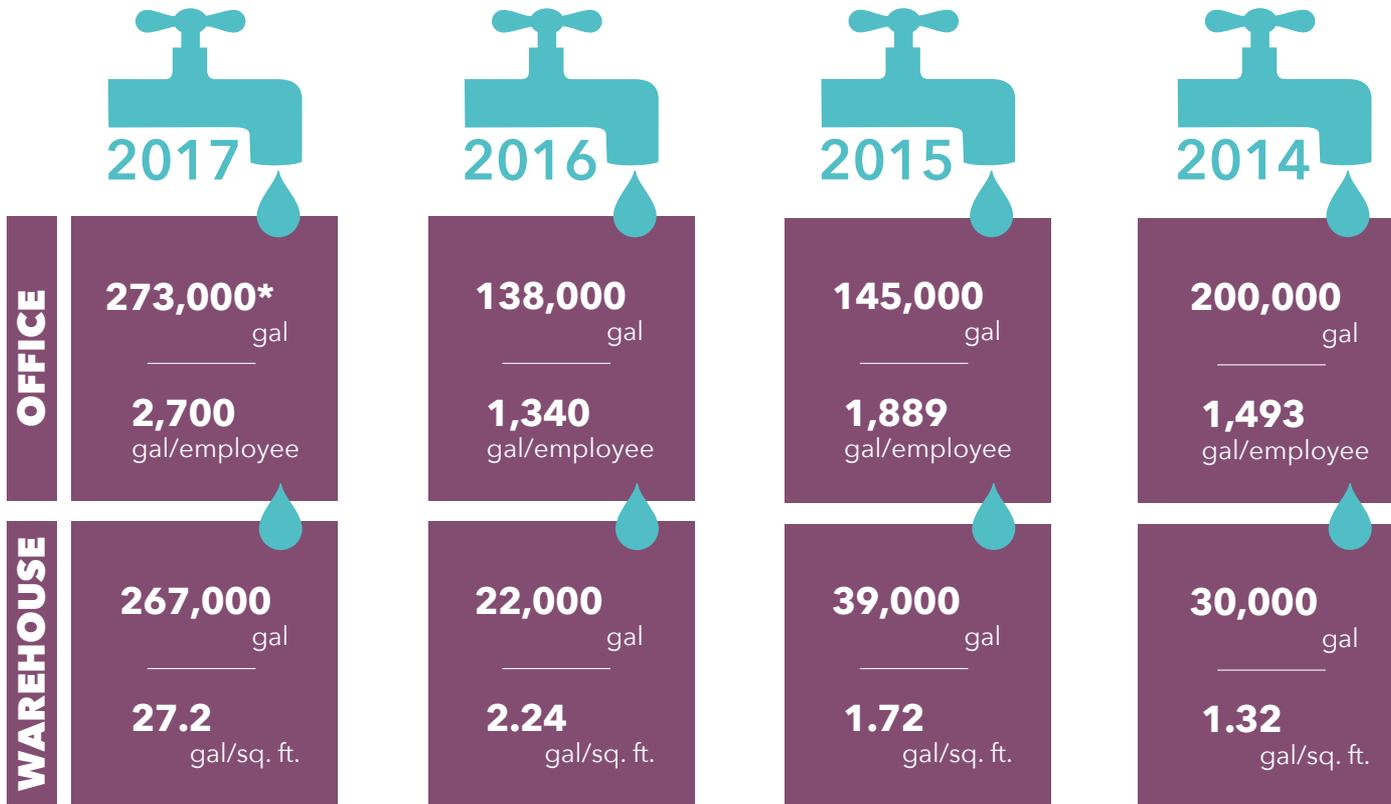


DIVERSION PROGRAM

An inevitable result of a growing work program is working with new partners to support our waste diversion programs. For reported waste data in 2017, approximately 24 percent was diverted from landfills. However, Saunders recognizes the need to develop a new waste tracking and reporting system given the increased diversity of both vendor partners and tracking measures by these firms. As a reflection of these efforts, Saunders will introduce a new waste diversion metric in the 2018 CSR Report.

Saunders continues to divert waste from landfills by functionally and creatively repurposing materials, and/or simply recycling, when applicable at all projects. Projects inventory all materials and clearly communicate diversion expectations within subcontracts and vendor agreements, as well as daily on-site communications to all construction professionals. Saunders is proud to continue its commitment of minimizing waste and diverting the majority of the waste produced away from landfills across its entire work program.

MANAGING WATER USAGE



*Measurable increase in 2017 was due to establishing landscape at Saunders' new office.

REDUCING CARBON FOOTPRINT



Saunders' commitment to continuous improvement in how we reduce our carbon footprint in day-to-day operations includes:

Encourage alternate modes of transportation.

Replace traditional light bulbs with energy efficient bulbs.

Reduce waste at 100 percent of our projects.

Efficient heating on job sites.

Think twice about paper usage.

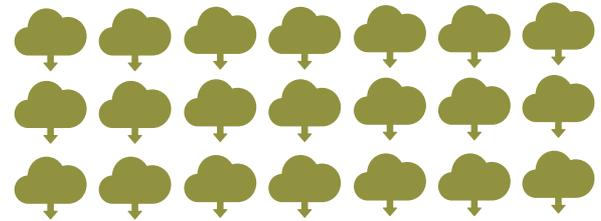
2017

14,020

metric tonnes

21.18

tonnes per \$1 mil revenue



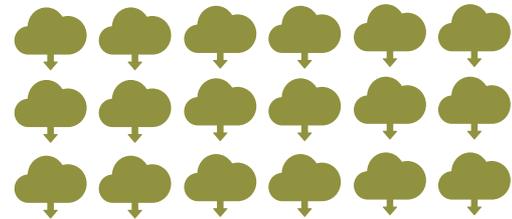
2016

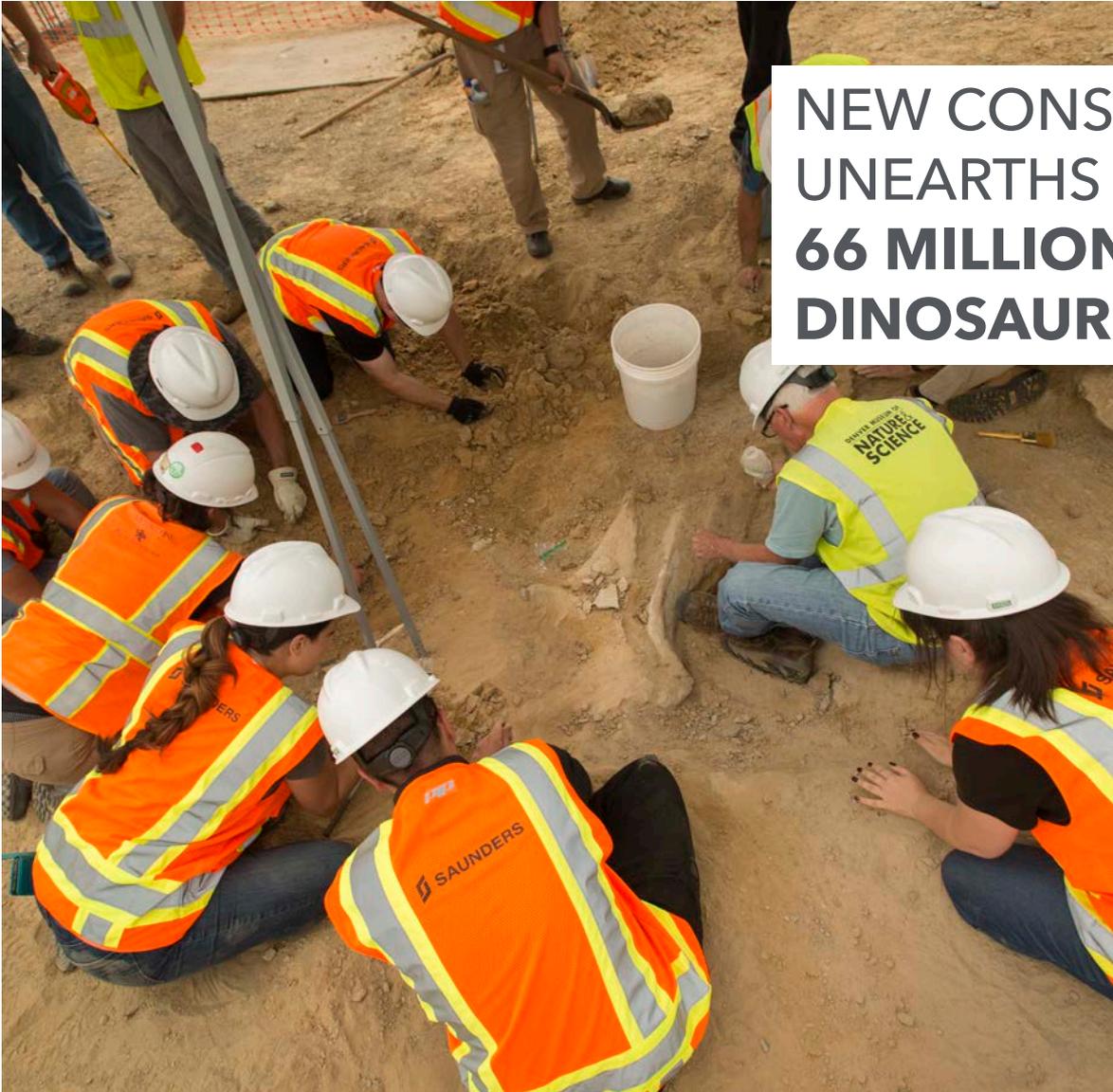
8,326

metric tonnes

18.02

tonnes per \$1 mil revenue





NEW CONSTRUCTION UNEARTHES 66 MILLION-YEAR-OLD DINOSAUR FOSSIL

A once-in-a-lifetime discovery provides insight into a lifetime 66 million years ago. As Saunders was drilling caissons on its City of Thornton Public Safety Facility project, a geotechnical field technician noticed an object that looked out of place. Since the object was approximately seven feet lower than the native soil, the project team thought it was something significant, but were unsure about shutting down the project over what could turn out to be a petrified piece of wood. However, after some unearthing around the area of about 12 inches by 12 inches, Saunders stopped work. And the rest, as they say, is history — literally.

a **T.REX TOOTH**
also turned up in the
EXCAVATION
OF THE
TOROSAURUS



The object turned out to be a dinosaur horn and shoulder blade. Knowing that what was just discovered was unlike anything mankind was around to witness, Saunders and the City of Thornton called the Denver Museum of Nature and Science for assistance.

For about five weeks, paleontologists, Saunders workers and the Thornton community worked from dawn to dusk

uncovering dinosaur bones. During the fast-paced excavation, they found new fossils every day. The Denver Museum of Nature and Science confirmed that it was indeed a Cretaceous Period dinosaur fossil of a Torosaurus, now nicknamed “Tiny.” An estimated 95 percent of the skull and at least 20 percent of the skeleton were recovered, making this the most complete Torosaurus fossil discovered *in the world*.

*The **THORNTON PUBLIC SAFETY FACILITY** is a new, 35,000-square-foot fire station and police substation located at 132nd Avenue and Quebec Street. Even with the dinosaur discovery, the project was completed on time.*

The fossils were wrapped in plaster jackets at the dig site to protect and transport them on their journey to the museum where they have been preserved and studied extensively.

The Torosaurus fossils may be viewed in the museum’s Paleo Lab, which can be accessed inside the Prehistoric Journey exhibition. Preparation of the fossils will take about a year, after which the museum will determine plans for exhibition.

SOCIAL

INTERNSHIP PROGRAM

TRAINING

SAFETY, IT'S ON ME

EMPLOYEE WELLNESS & FITNESS

BUILDING CONFIDENCE IN KIDS

PARENTAL LEAVE POLICY



INTERNS: BY THE NUMBERS

"My experience provided me a good idea of what life at Saunders would be like as a full-time project engineer and what my responsibilities would look like on a project team, in order to ensure success of the overall project in terms of schedule and budget," said Victoria Zahourek, a 2017 Saunders intern. "I've been honored to be a part of this company and have learned more than I could have ever expected prior to taking on this internship."

19 INTERNS

8 DIFFERENT SCHOOLS

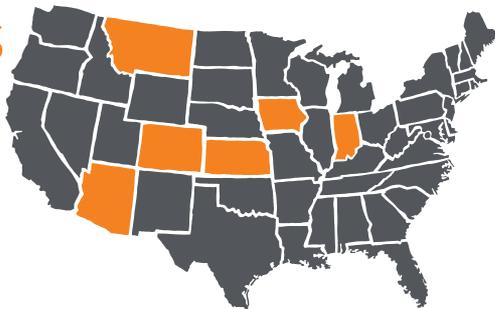
5 INTERNS TO
FULL-TIME EMPLOYEES



RECRUITMENT TRIPS

7 SCHOOLS

6 STATES



EXPECTING THE UNEXPECTED

NEW CRISIS TRAINING AIMS TO PROVIDE EMPLOYEES LIKE-REAL SCENARIOS

Training necessitates the importance of keeping pace with the growth of a company, both internally and externally. Without skilled employees, a company's potential growth is at risk. And these days, with the widespread use of technological advancements such as social media, risks can present themselves in unexpected ways, with little to no warning. To combat this, Saunders focused on the importance of hands-on crisis management training.

In 2017, Saunders introduced a new crisis training based on the tabletop structure, developed by the U.S. Department of Homeland Security. These half-day sessions provided participants a simulated crisis to discuss their role and response during an emergency situation. The content was developed in-house by Saunders' Human Resources (HR), Marketing and Safety departments.

Training started with a 30-minute presentation on Saunders' current protocols, safety and HR policies.

Participants were then separated into groups and given a kit of supplies to create a sample project site. Once set up, groups were handed a sheet of paper that included a mock crisis. Crises ranged from a structure fire and crane collapse to an active shooter. Groups had one hour to create a response plan, while training facilitators dropped in on the tabletop discussions, acting as outside agencies such as an OSHA investigator, news reporter and first responder.

"These mock crises provided employees hands-on experience and a sense of competency if a real crisis were to occur on a project site or in the office," said Teena Bergstrand, marketing and communication director of Saunders. "It also allowed us to identify gaps and system faults, which were addressed and corrected to mitigate further issues."

Once complete, each group presented their response plan so all participants were exposed to potential crises and their respective remedies. Training was mandatory for Saunders field personnel, which included project managers, project engineers, superintendents and safety managers. In addition, all Saunders employees have electronic crisis contact cards on mobile devices and can access the crisis management plan and checklist on the company's intranet.

2017 TRAINING DATA

STAFF	FIELD
4,184 hours	3,223 hours
13.67 hours/employee	10.43 hours/employee

CRISIS TRAINING

 **210** participants

 **4** sessions

 hosted bi-annually

5 scenarios 

2017 SAFETY STATS



LOST WORK
DAYS (LWD)
INCIDENT
RATE

0.0

100% ↓
from
2016

DART
DAYS
(DART RATE)

1

150% ↑
from
2016

TOTAL
CASE
RECORDABLE
INCIDENT RATE
(TCIR)

1.77%

11.5% ↓
from
2016

SAFETY, IT'S ON ME

In November 2017, Saunders rolled out a new safety campaign – Safety, It's On Me. The campaign promotes engagement and accountability across the board, but especially when it comes to safety. It's not just your co-worker's job to work safe, it's also yours.

In conjunction with this campaign, Saunders publishes a bi-monthly safety bulletin that is distributed to the entire company – from office employees to field staff. The bulletin, provided in English and Spanish, highlights company updates, safety stats, lessons learned, industry news and safety expectations (based on the Saunders Safety Manual). This communication tool helps ensure safety is top of mind throughout the year, while providing necessary information to properly educate and train employees on safe work practices.

Safety highlights of 2017:

- Over one million manhours worked with no lost time incidents.
- Lowest OSHA incident rate in over 20 years.
- Lowest Insurance Loss Rate (EMR) since 2013.
- Over 20 OSHA inspections with no citations.



BUILDING WELLNESS & FITNESS

97 Saunders
Employee
Participation

 **608**
MILES RAN

 **600**
OBSTACLES
CONQUERED

 **1,897**
MILES BIKED

 **14,250**
FEET CLIMBED



WELLNESS PERKS

- Wellness Wednesday/Fresh Fruit Delivery
- Standing Desks
- Free Flu Shots
- Take Your Dog to Work Day
- Fitness Center
- Personal Trainer
- Monthly Group Fitness Classes
- Fitness Events





HOUSKA HEAVY DUTY



SUPPORTING OUR COMMUNITIES

Building Confidence in Kids™ is a philanthropic initiative designed to involve employees from all levels of the company, while creating an outlet for volunteerism and community impact.



62 STAFF
EMPLOYEE
PARTICIPANTS

4 NON-PROFIT
PARTNERSHIPS

25 HOSTED
EVENTS

402 HOURS
VOLUNTEERED

CORPORATE GIVING LIST

10%+ Net Profit to Charities

ACE Mentor Program	Chanda Plan	Denver Health Foundation	Littleton Public Schools Foundation	St. Joseph Hospital Foundation
ACE Scholarship Program	Cherry Creek North	Denver Kids	Master Apprentice	St. Mary Hospital Foundation, Grand Junction, CO
Adams County 4H	Cherry Creek Schools Foundation	Denver Metro Chamber	Mental Health Colorado	St. Vincent Healthcare Foundation
Arapahoe Community College	Children's Diabetes Foundation	Denver Public Schools	Mental Health Center of Denver	St. Vrain School District
Associated General Contractors	Children's Hospital Foundation	Downtown Denver Partnership	Metro State University of Denver Foundation	South Suburban Parks and Recreation
American Heart Association	Children's Leadership Institute	Elevate USA	Mile High Youth Corp	Special Olympics of Colorado
American Red Cross	Civic Center Conservancy	Family Homestead	Mount St. Vincent Home	Tennyson Center for Children
Auraria Higher Education Center	Colorado Ballet	Fellowship of Christian Athletes	National Jewish Health	Tom McMahon Construction Scholarship Fund
Association for the Improvement of American Infrastructure	Colorado Black Chamber of Commerce (Black Construction Group)	Food for Thought	National MS Society	University of CO Assistive Technology Partners
American Transplant Foundation	Colorado Springs Clay Shoot Association Youth Scholars Fund	Girl Scouts of Colorado	National Sports Center for the Disabled	University of CO Construction Engineering Mgmt. Program
Amp the Cause	Colorado Symphony	Good Samaritan Medical Foundation	Porter Hospice Foundation	University of CO Health Foundation
Aurora Economic Development Council	Colorado Uplift	Heart and Hand Center for youth and their Families	Project One Foundation	University of CO Real Estate Council
B:CIVIC	Contractor Academy	History Colorado	Promise Keepers	Urban Youth
Blue Sky Fund	Cystic Fibrosis Foundation	IMA Foundation	Ralston House	Volunteers of America
Boy Scouts of America	Dawg Nation Hockey Foundation	Indian Tree Rally for the Cure	Rocky Mountain Adventist Health Foundation	Warren Village
Boys and Girls Club	Denver Architectural Foundation	Jewish Community Center	Rocky Mountain Black Economic Summit	Women's Foundation of Colorado
Boys Hope Girls Hope	Denver Art Museum	Judi's House	Rocky Mountain Children's Health Foundation	YHC Health Clinic
Brent's Place	Denver Center for the Performing Arts	Johnson & Wales University	Roots Elementary	
Bridge Project (DU)		Limb Preservation Foundation	Save Our Youth	
Brighton 27J School District		Littleton Hospital Foundation	Shalom Cares	
			Sheridan School District	

OH, BABY

SAUNDERS INTRODUCES NEW PARENTAL LEAVE POLICY

At the end of 2017, Saunders introduced a new parental leave policy – pushing them to the forefront in the industry as only one of a few construction companies to offer the progressive policy as a benefit.

In short, the new policy gives primary caregivers 13 weeks of 100 percent paid parental leave when welcoming a child through birth, adoption or foster care. In addition, secondary caregivers are offered two weeks of 100 percent paid parental leave at any time within the first 13 weeks of welcoming a child in any of the cases listed above. Employees are eligible for this benefit after having worked for the company at least one year.

The decision was championed by the Human Resources (HR) Department, who provided months of research, statistics and proven benefits, both for staff and the company, when employees are offered paid parental leave. The executive team unanimously approved the policy.



PAID PARENTAL LEAVE PROMOTES

- Family bonding.
- Better feeding habits.
- Established sleep routines.
- Physical healing.
- Less stress with the finances associated with welcoming a child.

“The decision to return to work or stay home after welcoming a child is a hard choice for anyone to make. Saunders knew we could eliminate a few barriers for new parents by allowing them additional paid time off after the arrival of a new baby,” said Kate Palmquist, Saunders HR business partner. “The benefits of a parent returning to work, at the appropriate time, far outweigh the cost of providing this policy. Furthermore, we felt this revision set us apart from others in the industry, while keeping pace with the country.”

AWARDS

**TOP
WORK
PLACES
2017**

THE DENVER POST

TOP WORK PLACES #6 IN LARGE COMPANIES
THE DENVER POST



DEN Hotel and Transit Center

FIRST PLACE MID-RISE BUILDING
NATIONAL CONCRETE
CONSTRUCTION AWARDS, ACI



Auraria Library Renovations

**BEST PROJECT WINNER
GOVERNMENT/PUBLIC BUILDING**
ENGINEERING NEWS-RECORD
MOUNTAIN STATES

**SILVER ACE AWARD,
MEETING THE CHALLENGE
OF A DIFFICULT JOB**
AGC COLORADO



*The Colorado Health Foundation
Headquarters*

MERIT AWARD GREEN PROJECT
ENGINEERING NEWS-RECORD
MOUNTAIN STATES



**CONTRACTOR OF THE YEAR
OVER \$100M**
AMERICAN SOCIETY OF
SUBCONTRACTORS COLORADO



Triangle Office Building

**TRANSFORMATIONAL
PROJECT AWARDS**
DOWNTOWN DENVER
PARTNERSHIP AWARDS

DISTINCTIVE DENVER AWARD
DENVER MAYOR'S
DESIGN AWARDS



The Maven Hotel at Dairy Block

DISTINCTIVE DENVER AWARD
DENVER MAYOR'S
DESIGN AWARDS



Dairy Block Mixed-Use Development

**SILVER ACE AWARD
PROJECT OF THE YEAR
OVER \$70 MILLION**
AGC COLORADO

BROOMFIELD WASTEWATER TREATMENT LAB FACILITY





All financial and project data is based on information available on March 31, 2018. Saunders' logo, "Building Confidence" and "Building Confidence in Kids," along with the vision statement are registered trademarks of Saunders Construction, Inc.

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