



CONSTRUCTION

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Media Release

GLY CONSTRUCTION, INC., ANNOUNCES EXECUTIVE TRANSITIONS

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CONSTRUCTION

GLY Construction, Inc. marked the beginning of its new fiscal year on October 1st, 2008, with a series of executive transitions, including the official retirement of Bob Irwin, Vice President of Operations for the firm since 1994. Irwin's retirement is the impetus for several new executive assignments, following the smooth internal executive transition process that has served the company well throughout its history.

Current President/CEO Lee Kilcup transitions into the CEO/Chairman of the Board role, as Vice President Jim Karambelas succeeds Kilcup as President. From a background in commercial construction in Chicago, Karambelas came to the firm in 1995, joined the shareholder group in 1999 and was promoted to Vice President in 2005. Vice President Ted Herb moves from Director of Marketing to take over Irwin's responsibilities in Operations. In addition, Principals Mark Kane, Director of Marketing and Business Development, and Dale King, leader of the Interiors | Special Projects division, are both being promoted to Vice President. As executive officers, Kilcup, Karambelas, Herb, Kane and King, along with Vice President/CFO Steve Peterson, comprise the Executive Group heading the firm.

Irwin's official retirement caps a 24-year career with GLY, spent rising through the ranks from field work to Principal and Vice President of Operations. Irwin has been instrumental in developing a depth and breadth of talent within the firm and his tenure was notable for practical innovations that minimized risk and maximized field efficiency. Bob's devotion to GLY and his fellow coworkers was legendary throughout his career.

Lee Kilcup continues to represent GLY as CEO, pursue work acquisition and chair quarterly Board of Directors meetings. Newly promoted President Jim Karambelas will focus on leading day-to-day operations, supervising the Executive Group and working with the balance of the officers to ensure that commitments to our clients are met. Senior Project Managers Steve Hoffmann and Monty Kilcup have been welcomed into the principals group by Kilcup, Karambelas, and fellow shareholders Ted Herb, Mark Kane, Dale King, Jim Elliott and Steve Peterson.

Other changes to the organizational structure involve the creation of a Preconstruction Department headed by Project Executive Bob Johansen. As Director of Preconstruction, Bob will lead the Preconstruction Department to ensure continued success in providing superior preconstruction services to our clients, as well as provide oversight to the Estimating Department. In another specialized role, Project Executive Grant Willman will focus on identifying and training future field leaders and assist with preconstruction on selected projects. Both Johansen and Willman have become members of the company's Operations Group, joining GLY's nine shareholders.

The company that began in 1967 as Gall Landau Construction with six employees and one contract has evolved into one of the largest locally owned general contractors in the Puget Sound with over 500 employees, multiple prominent Northwest clients and approximately \$500M of business (FY2008). Founded by Harold Gall and Robert Landau, the company became Gall Landau Young in 1975 after Frank Young joined the firm. After Mr. Gall's death and Mr. Landau's retirement, Mr. Young served the firm as president and then CEO from 1981 until 2001. Young was succeeded in turn by Roger Anderson, who joined the in firm in 1976, became president in 1990 and retired as CEO in 2005, after passing the mantle of presidential leadership to Lee Kilcup, current CEO.

GLY's focus on excellent preconstruction services, principal-led job teams committed to customer satisfaction and award-winning craftsmanship has led to impressive growth and long-term client relationships. A key element of the company's success lies in strategic development of internal talent and the thoughtful, predictable process of transitioning company management. In addition to honoring the worthy individuals involved, GLY is celebrating a legacy of successful passages that bridge the company's past, present and future.

GLY Construction is a Bellevue-based General Contractor offering excellent preconstruction services, principal-led teams, and award-winning quality in the office, healthcare, retail, hospitality, high-tech/biomedical, senior/assisted living, tenant improvement, renovation and concrete sectors.

GLY CONSTRUCTION, INC.
SUMMARY OF EXECUTIVE TRANSITIONS

As of October 1, 2008

Bob Irwin, Retired Vice President
Lee Kilcup, CEO/Chairman of the Board
Jim Karambelas, President



Ted Herb, Vice President
Mark Kane, Vice President
Dale King, Vice President



Steve Hoffmann, Sr. Project Manager/
Principal
Monty Kilcup, Sr. Project Manager/
Principal



Bob Johansen, Project Executive/
Director of Preconstruction
Grant Willman, Project Executive



** GLY Principals Jim Elliott and Steve Peterson, Vice President/CFO, are not pictured, as their positions have not been affected by the recent transitions.*