



BUILDING SINCE 1953

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### **SpawGlass ranked #95 in *Training* magazine's Training Top 125**

San Antonio, TX – Commercial contractor SpawGlass has been ranked #95 in *Training* magazine's Training Top 125, a national awards program that recognizes organizations that excel at human capital development. The standings were announced at an awards gala on February 1 at the *Training* 2010 Conference and Expo in San Diego, CA, and the list is published in *Training*'s February 2010 issue. This is the second year SpawGlass has ranked in the Top 125, having held the position of #90 in 2009.

*Training* editors determined the Training Top 125 ranking by assessing a range of factors. Quantitatively, programs are measured by scope - including hours of training, number of trainers, training budget, best practices, and outstanding initiative; infrastructure and delivery; evaluation metrics; and other human resources facets including competency maps, compensation tied to training, employee satisfaction surveys, length of service and turnover, job openings filled by internal candidates, and percentage of new hires referred by employees. On the qualitative side, editors look for demonstrable results, progress of programs, innovation, success factors, training strategically linked to business goals, corporate commitment to training, the potential applicability of best practices companywide and to other organizations and industries, and the ingenuity of outstanding initiatives and their potential to become best practices.

"SpawGlass emphasizes training for our team members because we realize that people are our greatest asset," said Jim Jones, SpawGlass vice president of education and training. "Our core value is being number one in client satisfaction, and our team members are better prepared to serve our clients when they are continuously learning."

The company administers an in-house leadership development and training program, SpawGlass University, that offers more than 100 classroom topics and courses while its web-based counterpart offers over 1,100 construction-related courses that can be accessed online 24/7, so employees always have access to training. Additionally, safety training is provided on all jobsites, and within two years of employment, employees attend a week-long Leadership through Teamwork course away from the workplace. Employees also have the opportunity to attend external professional development and training courses, and every employee is expected to attain a minimum of 32 class hours annually.

SpawGlass is a Texas-based general contractor, construction manager, design/builder and civil contractor - with expertise in green building and Building Information Modeling (BIM), serving clients in corporate, higher education, healthcare, government/public, senior/campus living and more. Founded in 1953 by Louis Spaw and Frank Glass, the company has a lasting commitment to provide: the highest standards of quality and service to clients; a safe and enriching work environment to employees; and support and involvement in the community. With more than 550 employees statewide, SpawGlass is 100 percent employee owned and has regional offices in Austin, Houston, San Antonio and South Texas.

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