

QUALITIES OF A SUCCESSFUL LEADER

I recently reviewed some notes that I wrote after attending the funeral of a great friend and mentor to me in the construction business, Richard “Hod” Hodson. It was a good reminder to me and I thought I’d share this list with all of you again.

As I reflected on Hod’s life and all the things he accomplished, it got me thinking about what made him so successful on his projects and what specific things I learned from him.

- **He was fair and honest.** When people talk about Hod, one of the things they always tell me is that he was fair and honest. He told you what *he* needed and listened to what *you* needed. When he committed to have something ready for you on a certain date, you could count on it being ready. And you knew he was counting on you to come through for him, too.
- **He had a plan and stuck to it.** As he planned his project, Hod determined what his milestone dates needed to be and he stuck to it to make those dates. He didn’t let those dates slide no matter what challenges or delays came up along the way.
- **He was a good communicator.** He constantly talked with his subcontractors and employees about the plan, and got their commitment to meet those dates. He didn’t just ram it down their throats, but listened to their needs and figured out a way to meet those needs so they could then support the plan.
- **He treated people with respect.** No matter what role they were in (subcontractor, architect, owner, employee, etc.), or no matter what disagreement he had with them, he always respected people as individuals. He was firm and clear in his expectations, to be sure, but he was always respectful.
- **He didn’t leave things until the end to fix.** He did things right the first time, and when he found things that needed to be fixed, he took care of it as soon as possible, not leaving it “for the punch list”.

When you think about it, these same skills apply to each of us in our individual responsibilities no matter what they are—on or off the job. If we apply these things in our own efforts, it will help us be more successful in our goals. *Thank you for being productive, working safe, and working smart!*

Cris

EMPLOYEE SPOTLIGHT

BEN DEAN is a Project Engineer at Hogan, and has worked in construction for 25 years.

An interesting thing about Ben is that he worked in his family’s business, Palace Geothermal, which did geothermal boring on residential projects, military bases, state buildings, school buildings, and on private businesses—including projects with Hogan. His geothermal installations are heating and cooling such Hogan projects as:

- Canyon Creek Elementary
- Snow Horse Elementary
- Mountain Green Elementary
- Monument Valley Medical Clinic
- Xango Office Buildings

Before being hired full-time, Ben had also done framing for Hogan, including our headquarters’ upstairs offices.



EMPLOYEE RECOGNITION

SOCIAL MEDIA

Congratulations to the following employees who will reach their employment milestone in 2019. Employees will receive their awards the last week of 2019. Below is a description of those awards.

FIVE YEARS

Ildefonso Arambula
Peter Chamberlain
John Dean
Marc Johnson
Ryan Lapp
Alejandro Padilla
Sam Roberts
John Shepherd
Marlon Shepherd
Lorin Skutt
Sam Titensor
Dave Turnbow
Scott Webster

TEN YEARS

Tammy Ingraham
Ty Lechtenberg
Carissa Miller
Joanie Slatter

FIFTEEN YEARS

Grover Begay
Bryan Bull
John Cox
Mark Jensen
Jeff Young

TWENTY YEARS

Kyle Forbush

TWENTY-FIVE YEARS

Mark DePriest
Jeff Hinshaw

TENURE	AWARD
30 years	\$2,500 Travel Credit OR cash, plus One Week Paid Vacation
25 years	
20 years	
15 years	\$1,000 GIFT CARD OR CASH
10 years	\$500 Weekend Stay OR Cash
5 years	\$250 Gift Card OR Cash

Hogan is a unique company in many positive ways. One of them is the markets in which we compete. Unlike most of our competitors, we have a focused approach to choosing the jobs we undertake: We do K12 schools, municipal buildings, university projects, state buildings, health care, etc.

We know almost all of our potential clients by name and handshake—because they are also our previous and current clients. There are only so many school districts, counties, and cities, out there, and DFCM manages state and most higher education projects. So if we know our clients so well, and they know us in turn, why should we bother with social media? Here are the top two reasons we do it:

BRANDING

In a climate where clients may perceive all contractors to be the same, we want to reinforce what we hope is their good opinion of us. To that end, much of our social media content covers our community support: district and school events we sponsor, as well as charitable, company-wide efforts like the playhouses we have built, the refugee school we helped,

and our annual food drive (to name a few). We've been making these community investments long before social media—because they are the right thing to do. Social media merely gives us free channels for our clients to know we care about them and our greater community.

RECRUITING

There are always job openings on our web site—but also every competitor's web site. We need quality candidates. Most of the people looking for a career in construction are of the generations that frequent social media. In 2005, just 5% of American adults used at least one social media platform. By 2011, the percentage had risen to 50%. Last year it was estimated that 69% of all Americans use social media.

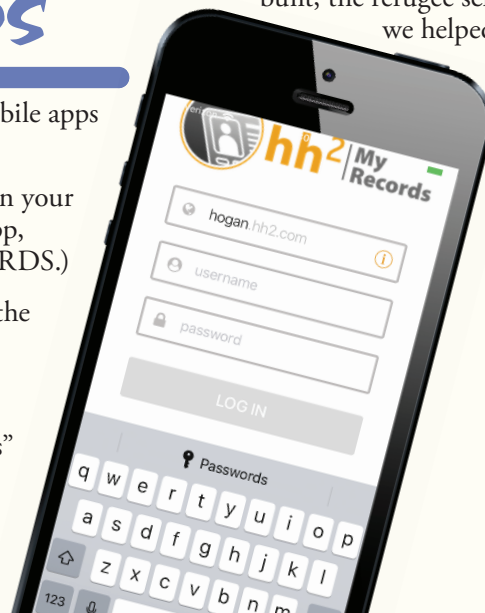
When we post of an award, describe our apprenticeship program, or show how—in so many important ways—this is a satisfying place to work, we let these social media followers know they'd enjoy being a part of a great company.

Check us out (and be sure to "like" us):

MY RECORDS

Access your pay stubs on the web or on mobile apps developed for iOS (Apple) and Android:

1. Install the "hh2 MY RECORDS" app on your Apple or Android device. (To find the app, search for hh2 then scroll to MY RECORDS.)
2. Once you have the app, add "hogan" as the identifier.
3. Add your username and password.
4. To see your paystubs, click on "Pay stubs" and add the date ranges.



On a daily basis, I think about how we can prevent injuries from happening. Besides the pain and suffering for the individual, a single workplace accident can leave a big impact on our business. The medical bills, the lost productivity, all the workers' compensation paperwork, and the low morale: The costs are high.

Obviously, the best way to avoid these costs is by avoiding the injury.

Let me give you a good example of a workplace accident that could have been easily avoided. Workers were welding some embed plates and the area they were working in was too tight for a scissor lift, so scaffolding was erected. However, there were a couple of problems with this scenario. First, one of the cross-braces was missing from one side. (The photo below shows the situation. The dashed line shows where the cross bracing should have been but was missing.)

Second, the employees stacked masonry block on top of the scaffolding, with planks on top of them, in order to extend the scaffolding height (circled in red

in photo). They were working at heights of roughly 15 feet.

When they climbed on, the scaffolding started to twist and fall. Fortunately, one of the workers grabbed onto the bridging and pulled themselves and the scaffolding back into place. Unfortunately, the worker who grabbed the bridging hurt his shoulder in the process.

If the workers had taken the few extra minutes (minutes they were being paid for) to make sure the scaffolding was erected properly, this accident could have been avoided entirely. Work would have been completed without delay, and the injured worker would not have gone through the pain and suffering of the injury.

Two important rules of scaffolding were violated: All cross bracing must be in place, and never place anything on the top surface (no ladders, no chairs, no planks on blocks) to extend the height of the scaffolding. Please take the time to make sure your work area is safe.

—Jared Morgan
HR and Safety Director

WHAT IS A FLEXIBLE SPENDING ACCOUNT (FSA)?

An FSA is an account into which pre-tax earnings for medical and/or dependent daycare expenses are deposited. It functions like a checking account in that the cafeteria plan administrator (National Benefit Services) actually issues reimbursements to participants for the medical and dependent daycare expenses they submit.

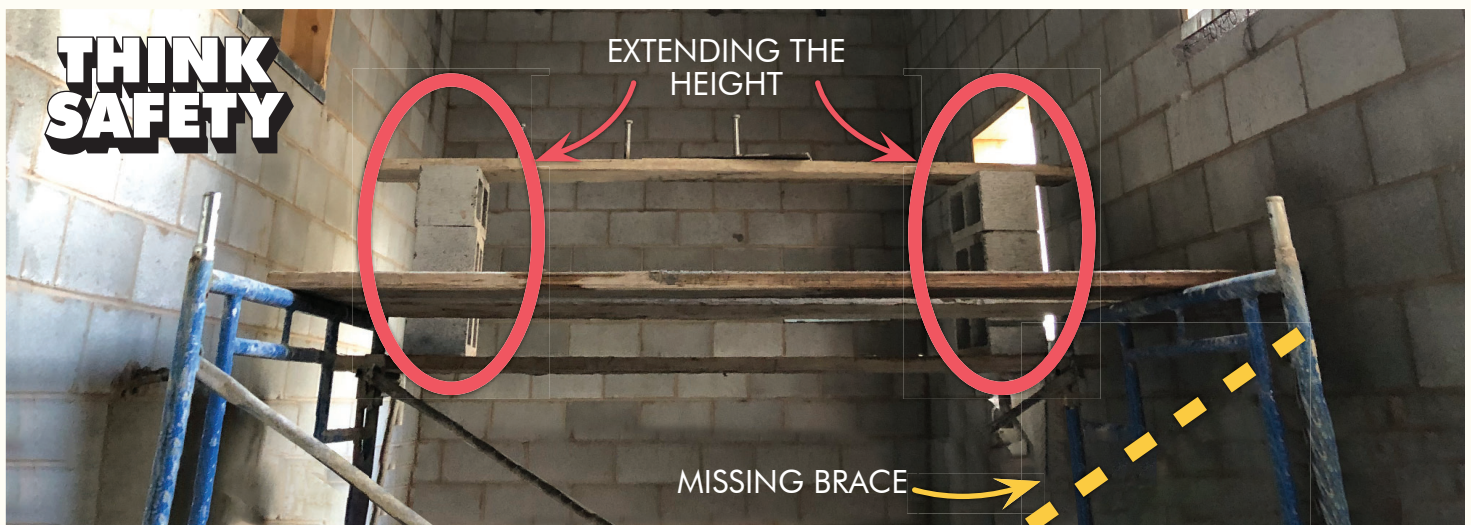
Thousands of over-the-counter (OTC) products are FSA-eligible and can be purchased using your FSA Card. However, as of January 2011, certain OTC medicines (specifically those with an active medical ingredient) now require a doctor's prescription to be eligible. (The IRS defines which medical expenses are eligible under the FSA.)



FSA-ELIGIBLE PRODUCTS

From bandages and diaper cream to vitamins, the [FSAstore.com](https://www.fsastore.com) is stocked exclusively with more than four thousand FSA-eligible and FSA-eligible-with-prescription products.

For those participating in the Flexible Spending Account in 2019, be sure to check out the [FSAStore.com](https://www.fsastore.com). Since this site only offer FSA-eligible products, there are no guessing games about what is and what is not reimbursable.



JOB SPOTLIGHTS

The **NORTHRIDGE HIGH SCHOOL** (Davis School District) is getting a new artificial sports turf field for their football team!

Project Director & Manager:Dave Andersen
 Superintendent:Mark Warr
 Sitework Crew Superintendent:Chase Strong
 Project Engineer: Michele Faulk
 Project Assistant: Jennifer Wilhelm
 Architect: VCBO
 Scheduled Completion:August 2019

The **CENTERVILLE FIRE STATION** (South Davis Metro Fire District) is soon going to cut down response times to much of Centerville, including our Hogan offices.

Project Director & Manager: Dennis Forbush
 Superintendent: Kyle Forbush
 Project Engineer: Ben Dean
 Project Assistant: Chris Marchant
 Size: 12,000 square feet
 Architect:Gould+
 Scheduled Completion: October 2019

