

STEADY AS SHE GOES!

As I write this, our society finds itself caught up in an unprecedented world-wide health crisis. Indeed, there is much uncertainty and every day brings new information and new adjustments to programs and guidelines at every level. I want to reassure everyone that Hogan Construction is strong and secure. We have a very strong balance sheet with sufficient working capital to hold a steady course through these stormy waters. But most of all, we have dedicated employees who, through hard work and ingenuity, continue to create innovative solutions to efficiently complete our contract obligations and continue to support the economy. I am personally grateful to each of you for your loyalty, dedication, and hard work. With every new development in the coronavirus crisis, we feel a moral obligation to maintain a steady course to help our employees and workers stay as healthy as possible—including supporting your personal financial health by providing ongoing employment and weekly paychecks.

The construction industry is one of the main drivers of our national and local economy. And as such we all have an obligation to continue the progress on our projects. The health and safety of our employees and workers on our projects is of highest priority to us. We have previously sent communication about the recommendations we are following to address this issue and minimize the risk of the virus.

And we continue to grow and progress as a company.

In addition to ALL our senior leaders, I want to specifically recognize and congratulate **Val Bates**, as he enters retirement. Please refer to the special section of this newsletter for more details about Val's monumental contribution to this company and to this industry. In a future newsletter we hope to have the opportunity to learn from Val a few of the "tips" he has learned from his decades of work in the industry and service to this company.

At this time, I also want to announce three significant promotions at the corporate level.

- **Jared Morgan, Vice President, Safety and HR**
- **Aaron Metcalfe, Vice President, Marketing and Communications**
- **Chase Strong, Vice President, Civil/Sitework Division**

These three capable individuals are long-time, dedicated and loyal individuals who have consistently demonstrated their commitment to the success of the company. In their expanded roles, they will continue to help this company grow and progress as we navigate the current and future challenges and opportunities that are presented to us.

Not long ago (when large group social events were still cool) I attended a symphony in downtown Salt Lake City. As I watched and listened to the performance, I had the distinct thought how every part is important, not just the musicians, but the people moving and setting up chairs and instruments to the ushers to the percussionists to the first violin to the families that support those involved and to the public who attend. The conductor directs the show giving guidance and adjusting the music as it goes. All for a pleasant and rewarding experience for the client. And I thought how this also applies to our projects. Every person, every part, all our effort, it all goes toward supporting the projects and the work the company does. I am grateful to each of you for your diligent work to provide a pleasant and rewarding experience for our clients.

And steady as she goes! Thank you for being productive, working safe, and working smart!



HOGAN SELF-PERFORMING WORK CREWS

Hogan excels at what we do in part because of our awesome self-performing work crews. Hogan's "self-performing" work crews mean:

- Greater control over costs.
- Increased capacity to meet the schedule by not having to depend on subcontractors balancing workloads across several projects and construction firms.
- The ability to step in and help out under-performing subcontractors so the project stays on schedule.
- A better ability to solve problems—both in pre-construction and construction.

We recognize our primary asset is our employees and we value them accordingly. We have a skilled workforce and a respectably tenured work force—some with many years, some with decades with Hogan.

Thank you for all your hard work and dedication! On this and the facing page we feature two of those great crews.

FLATWORK CREW

Our Flatwork Crew is skilled at concrete for floors, drives, walks, curb and gutter. (They do everything concrete except foundation and retaining walls.) Jason King is the Superintendent.

Our more tenured Flatwork Crew members are:

Alberto FLORES	26 years
Jason KING	19 years
Antonio MONTERO	13 years
Hans GRANADOS	11 years
Justin McMICHAEL	5 years
Fernando GONZALEZ	3 years



CIVIL/SITWORK DIVISION

Our Civil/Sitework Division is responsible for excavation, site utilities, site concrete and structural concrete on many of our projects. Chase Strong is the Director.

This past December, we trained our Civil/Sitework Division on both confined spaces, and trenching and excavation. The following employees participated in the training:

Bernabe ACEVEDO
Hugo ALVARADO
Marvin ANDERSON
Jason BONE
Landon BREWER
David BRUNO
Braige CHRISTENSEN
Jose DELGADO
Tommy ELKFAGE
Filimone FATONGIA
Tevita FISILAU
Jordon GERMER
Mitch HANSEN
Levi HART
Everardo HERNANDEZ
Toree HIRSBRUNNER
Austin IBARGUEN
Michael JOHNSON
Dale LEMMON
Kristian LOPEZ
Cole LUKE
Aisea MANUKEU
Raul MARROQUIN
Jonathan McFRAZIER
Ramon MEZA
Brendon MOON
Armando MORENO

Marcos NARANJO
Trevor NEWMAN
Juan PEREZ
Jessie PEREZ
Jason RENCHER
Jose RIOS
Jason ROBERTSON
Oscar SANCHEZ
Juan SANCHEZ
Fletcher SCHIEFELBEIN
Mark SCHWAB
Larry STECK
Jered STRONG
Viliami TAHI
Lotu TAUKAFA
Erik TENORIO
Robert THOMAS
Jake TRUJILLO
David TURNBOW
Irvin VALDOVINOS
Scott WHITE
Chase WHITE
Thomas WILLIS
Chris WILSON
Darrin WOOD
Brandon WRIGHT



HOGAN UNIVERSITY

Over the past couple of years, we have put considerable effort and resources into making our training more readily accessible to our employees. Now, instead of doing “face to face” trainings which require pulling everyone involved from the field and time wasted traveling to and from our Centerville office, our employees can go on line at Hogan University and watch the trainings at their convenience.

The latest trainings that have been made available to our employees are Steel Erection and Equal Employment Opportunity/Affirmative Action. In the next few months, you can expect to see the following trainings added:

- New-hire Safety Orientation
- Rigging & Signaling
- Powered Industrial Trucks

To access Hogan University:

1. Go to www.hoganuniversity.com
2. Alternatively, go to www.hoganconstruction.com and click on the **H** at the bottom right.
3. Add your username and password. If you don't have access, contact Laurie Orchard in the office at 801-951-7000 or lorchard@hoganconstruction.com.

STEP INTO SPRING COMPETITION



Sync your wearable device to the Orriant app (FitBit, Apple Watch, Google) to “Step into Spring” with your fellow wellness participants.

HEALTH PROMOTION CREDIT & PRIZES

Orriant participants who display commitment and tracking each week will receive 30 health promotion points toward their Quarter 2 requirement.

In addition, \$100 prizes will be awarded to the winner in each level (Beginner, Intermediate, and Advanced) with the highest step average for the four weeks.

APRIL 26-MAY 23, 2020
(SIGNUP BEGINS APRIL 1, 2020)

Join one of *three* competitions based on your step ability.

How to participate:

1. Download the Orriant App on your mobile device.
2. ‘Connect Device’ to the Orriant App
3. Click **COMPETITIONS** on menu.
4. Choose the **LEVEL** you want to join:
 - Beginner = 5,000 steps per day
 - Intermediate = 7,500 steps per day
 - Advanced = 10,000 steps per day

5. Next to the level that best fits your ability, use Black drop-down to select “Sign up to track [FitBit or Apple] or track manually (if you don't use a wearable).
6. Click the **SIGN ME UP** button next to the “Step into Spring” Competition.
7. When the competition begins on April 26, scroll down to the section titled **GOAL TRACKING**.
8. Make sure your steps are being successfully pulled into the goal. (Apple users: Click **SYNC NOW** on the bottom of the Orriant app screen.)
9. Watch the leaderboard for accumulated step tallies from your fellow competitors.

VAL BATES

On March 6, 2020, Val Bates, one of Hogan's senior superintendents, retired. For 23 years, he was a dedicated and loyal employee. Val's contribution to the success and the reputation of Hogan & Associates Construction have been invaluable. He was a project leader who, by example, taught his team to do their best and how to create high-quality buildings.

Val was the superintendent for several of Hogan's signature K12 facilities:

- Cedar Valley High school, Eagle Mountain
- Davis School District Nutrition Services Center, Clearfield
- Frontier Middle School, Eagle Mountain
- Muir Elementary School Addition & Remodel, Bountiful
- Skyridge High School, Lehi
- Sunset Ridge Middle School, West Jordan
- Treasure Mountain Middle School Addition & Renovation, Park City
- Vista Heights Middle School, Saratoga Springs
- West Point Elementary School Addition, West Point
- Willowcreek Middle School, Lehi

He also supervised other projects for our company:

- Covey Center for the Arts, Provo
- Powder Run Condominiums, Park City
- Quail Cove Apartments, Layton
- Salt Lake Community College Student Services Building, Taylorsville
- Sprague Library Remodel & Addition, Salt Lake City
- VA Medical Center Addition, Salt Lake City

Although Val is not running projects anymore, you'll see him around the office doing some pre-construction consulting work—mostly constructability and plan reviews. He may also continue to teach for the apprenticeship program at the Association of General Contractors of Utah (AGC)

Thank you, Val, for demonstrating integrity and success go hand-in-hand. We wish him happiness and a more leisurely pace of life, being with family and friends, and spending time with his family in Wanship!



VAL BATES RETIREMENT BBQ

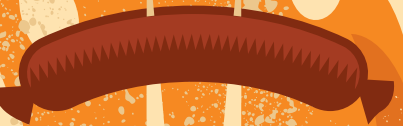
To honor Val's contributions to Hogan Construction, we will start our April Superintendent Meeting with a barbeque to honor Val:

Monday, April 20

1:00pm*

Centerville office.

Following the barbeque (at 1:45), we will meet with HR to discuss new policies and programs. Project Managers are invited.



***Date and time are subject to change based on the then-current corona virus sanctions.**

SAFETY SPEAKS

On January 28 and 29, at the Roy Jr. High School project, a total of 10 trusses that spanned 134 feet and were 13 feet high in the center were erected over the gymnasium of that project.

The day before setting the trusses, a Job Hazard Analysis (JHA) was done with our steel Superintendent. The JHA, also called a Job *Safety* Analysis, is a technique to identify the dangers of specific tasks in order to reduce the risk of injury to workers. Many construction companies have come to depend on the JHA process as an effective means of reduc-

ing incidents, accidents, and injuries in the workplace. It is an excellent tool to use during new employee orientations and training and can also be used to investigate “near misses” and accidents. And while JHAs are not required by OSHA, OSHA does believe JHAs are a best practice.

Prior to lifting the trusses on the Roy project, potential hazards were identified and control measures were established. Everyone involved was informed and understood the lift processes, hazards, and

control measures as well as his or her specific task and safety responsibilities.

Then, using the process determined in the JHA, our steel crew erected the trusses in less than six hours! There were 11 of our “steel guys” involved (including the crane operator) and they all went home safely to their families that evening.



FALL PROTECTION TRAINING TOWER

Check out our new Fall Protection Training Tower the next time you come to our office! We will use our new tower for the “hands-on” portion of our “Working from Heights” training, including:

- How to use a tie off adapter (beam wrap, beamer)
- SRLs (Self-retracting Lifelines)
- How to use suspension trauma straps
- Proper use of wall chains
- How to 100% tie off
- First man up
- Rescue
- Climbing activity
- Connector wall (from the Competent Person trainer hands on guide)
- Harness inspection (inspect each person’s harness, lanyard, hooks)

In addition, we now have the capability of doing our own Confined Spaces training. At the base of the tower are two manholes and pipe where we will train our employees who have to enter and work in confined spaces.

Brett Horne was instrumental in working with Norco to have them donate equipment for the tower. Brett was also instrumental in designing the facility. Thank you Brett!

The steel was left-over material from our Steel Fabrication Division.

And, of course, thank you to Norco for donating the all the equipment shown in the next two columns. It is really quite amazing they donated all of it. We will definitely put it to good use!

DBI SALA

- 2 - 1002103 Adjustable Web Tie-Off Adapter, pass-through type x 3 ft. (0.9 m)
- 2 - 1002106 Adjustable Web Tie-Off Adapter, pass-through type x 6 ft. (1.8 m)
- 2 - 1201422 Coated Web Scaffold Choker, PVC Coated D-ring x 2 ft. (0.6 m)
- 1 - 2104819 Drop-Through Anchor x 2 ft. (0.6 m)
- 2 - 2104700 Sliding Beam Anchor
- 2 - 2108408 Fixed Beam Anchor, fits up to 1-1/2 in. thick x 2-1/2 in.-24 in. wide beam flange.
- 2 - 2103143 Trolley for I-Beam
- 1 - 2104550 Steel Plate Anchor
- 1 - 2100101 Toggle Anchor
- 1 - 2100085 Concrete Wedge Anchor
- 1 - 2100133 Roof Top Anchor for metal, concrete, wood roofs
- 1 - 2104527 Remote Anchoring System
- 1 - 7400420 complete single span system includes two stanchions
- 1 - 7400047 and cable assembly with tensioner and Zorbit™ Energy Absorber.
- 1 - 7605060 3M™ DBI-SALA® EZ-Line™ Retractable Horizontal Lifeline (HLL) System
- 1 - 7600503 3M™ DBI-SALA® Sayflite™ Synthetic Horizontal Lifeline Systems
- 1 - 3101368 3M™ DBI-SALA® Nano-Lok™ Tie-Back Self-Retracting Lifelines
- 1 - 8518000 3M™ DBI-SALA® 5-Piece Hoist System
- 1 - 8000000 3M™ DBI-SALA® 7 ft. Aluminum Tripod
- 1 - 3400923 3-Way Sealed-Block SRL
- 1 - 8518567 Digital Winch

PROTECTA

- 1 - 2190070 Swiveling Roof Anchor
- 1 - 3590546 Protecta® Rebel™ Leading Edge Self-Retracting Lifelines
- 1 - 3100414 3M™ Protecta® Personal Self-Retracting Lifelines
- 1 - 3590550 3M™ Protecta® Self-Retracting Lifelines
- 4 - 1350150 3M™ Protecta® Positioning Lanyards
- 1 - AA805AG2 3M™ Protecta® Confined Space Systems
- 1 - 3591000 3-Way SRL 50 ft. (15 m) Galv
- 1 - 1161315 Standard Construction-Style Harness (S)
- 3 - 1161316 Standard Construction-Style Harness (M/L)
- 2 - 1161317 Standard Construction-Style Harness (XL)



HOGAN EMPLOYEE FOOD DRIVE

Thank you to all the employees who so generously donated to our annual food drive. Way to care!

We delivered the food to the Alpine School District Greenwood and Central Elementary Schools on January 7, 2020. They, in turn, shared the food among their more needy families.



EMPLOYEE RECOGNITION

Congratulations to the following employees who will reach an important employment milestone in 2020! (Employees will receive their awards the last week of 2020.)

FIVE YEARS

Andrew BOYCE
Michelle FAULK
Randy GOLDTOOTH
Brydon GRAHAM
Robert JONES
Aisea MANUKEU
Justin McMICHAEL
Trevor NEWMAN
Tim PHELPS
Derrick WADE

TEN YEARS

Dan MERRILL

FIFTEEN YEARS

Armando ALARCON
Jared BOYCE
Kevin BROWN
David BRUNO
George DICKSON

TWENTY YEARS

Brett HORNE
Mashelle KAHOLOAA
Laurie ORCHARD

TWENTY-FIVE YEARS

Scott WHITE

THIRTY YEARS

Bob BENNION
Cris HOGAN
Bret MORGAN

THIRTY-FIVE YEARS

Laurie EAST

FORTY YEARS

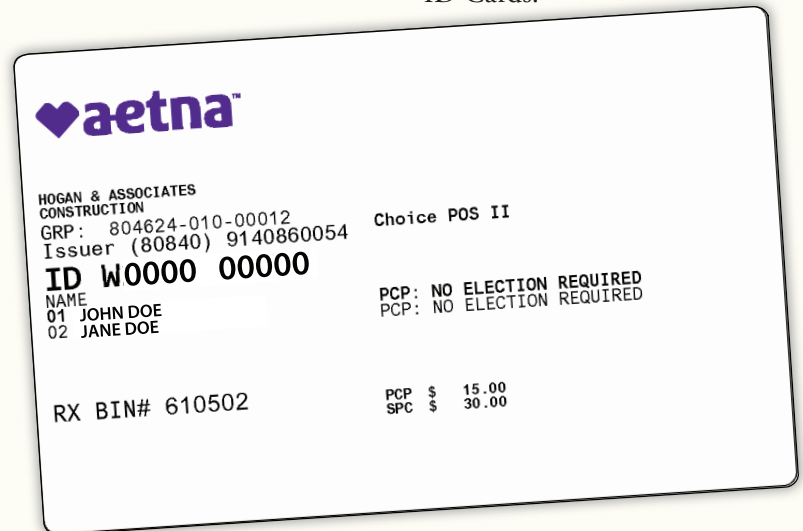
Dave ANDERSEN
Gil GRASER

MEDICAL ID CARDS

You can also view and print your Aetna Medical ID cards online.

1. Go to www.aetna.com
2. Click on "Login."

3. Add your username and password. If you haven't registered, click on "Register."
4. Click on "View Member ID Cards."



TENURE

AWARD

45 years

40 years

35 years

\$2,500 Travel Credit OR cash,
plus One Week Paid Vacation

30 years

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

CARBON HIGH SCHOOL

In December, Hogan & Associates Construction was awarded the three projects of the Carbon School District bond—including the Carbon High School addition and remodel.

The high school has been facing growing student numbers for the past several years; in 2019 they welcomed an additional 50 students. The addition and remodels to Carbon High School will help serve this growing population and will feature a new main entry, administration suite, media center, and additional “broadcast” classrooms so students can take more concurrent enrollment courses

from Utah State University Eastern. There will also be small remodels in the existing facility, as well as upgrades to the mechanical and fire safety system.

The Carbon School District’s new Bus and Fleet Maintenance Building will be relocated from the high school to the District campus. It will feature a bus and vehicle repair space and have parking with outlets for engine block heaters at stalls. There will be a remodel of their existing storage building, as well as a renovation for offices for the transportation personnel in the District headquarters. The area where the bus complex is

now located will be converted to parking for the high school.

The work at the existing Helper Middle School, which was built in the 1930s, will consist of seismic/structural work of floor and roof members, remodeling of classrooms for current teaching practices, upgrades of the cafeteria and media center, new mechanical system equipment, a revamp of the exterior, and a new bus drop off at the main entry.

Construction will start this Spring and will take place in phases up to the final completion date of July 2022. Hogan’s team will consist of Dave Andersen and Ross Cox as the pre-construction leads, with John Cox as the Project Director and Manager, Carissa Miller as the Project Engineer, Greg Butcher as the Superintendent, and Amanda McNealy as the Project Assistant.



401(K) STATEMENTS

You can view your 401(k) statements online.

1. Go to www.netbenefits.com
2. Add your username and password. If you haven't registered, click on "Register as a new user."
3. Click on "View Summary."
4. Scroll to the bottom of the page and click on "View an online statement."

At this point, you can view reports for any date, month, quarter, or custom date range within the previous 10 years.

GO PAPERLESS

Go paperless with your 401(k) statement and tax form notifications, as well as your required disclosures. To do so:

1. Go to www.netbenefits.com
2. Add your username and password. If you haven't registered, click on "Register as a new user."
3. Click on "Profile" at the top.
4. Click on "Personal & Contact Information" and updated your primary email.
5. Click on "Preferences."
6. Where it says, "Required Communications," click on "Yes" where it says, "Statement Notifications," "Tax Form Notifications," and "Required Disclosures."

TELEDOC

Hogan provides our employees and eligible dependents 24/7/365 access to U.S. board-certified doctors and pediatricians by phone or online Teladoc video.

Teladoc costs you less than an urgent care or emergency room visit, and never more than a doctor visit.

While Teladoc does not replace your primary care physician, it is a convenient and affordable option that allows you to talk to a doctor who can diagnose, recommend treatment, and prescribe medication when appropriate. The service can cover many of your medical issues, such as:

- Sinus problems
- Bronchitis
- Allergies
- Cold and flu symptoms
- Respiratory infection
- Ear infection
- And more!

To set up your Teladoc account:

- Go to Teladoc.com/aetna.
- If you have an account, add your username and password and click on "Request a visit".

OR

- If you do not yet have an account, click on "Get started" (you will need your Aetna member ID from your insurance card).
- Click on "My account", then click on "Billing information".
- Click on "Add" and then input your credit card number and billing address.



BRIGHTON HIGH SCHOOL UPDATE

(PHOTOS FROM MARCH 16, 2020)



NEW FIELD HOUSE, BOTTOM RIGHT, AND NEW GYMNASIUM JUST TO THE LEFT AND UP FROM IT. (THE BROWN AND TAN BUILDING IS JUST A FEW YEARS OLD AND WILL REMAIN AS PART OF THE NEW HIGH SCHOOL.)



LOOKING FROM THE SOUTH ONE CAN GET THE FEEL FOR HOW WIDE THIS CAMPUS IS GOING TO BE WITH THE NEW FIELD HOUSE ON THE FAR RIGHT (OFF THE IMAGE, CLOSE TO THIS PAGE'S MARGIN) AND THE NEW THEATRE AND ARTS COMPLEX ON THE FAR LEFT. ABOUT 20% OF THE LARGE ROUND BUILDING (THE PART NEAREST THE FOOTBALL FIELD) AND THE ATTACHED GYM WILL BE TORN DOWN THIS SUMMER TO MAKE WAY FOR THE NEXT AND FINAL PHASE OF THE NEW CONSTRUCTION.

THIS SHOWS THE NEW THEATRE COMPLEX WITH ITS TALL FLY SPACE BEING SHEATHED. THE BUILDING INCLUDES SPACE FOR THE VISUAL ARTS (INCLUDING THE LARGE OUTSIDE ART PATIO), CULINARY ARTS (AND RESTAURANT) ON THE TOP FLOOR, AND THE AUTO BODY SHOP ON THE LOWER LEVEL.

