

**WHEN THE GOIN' GETS TOUGH, THE TOUGH GET GOIN'**

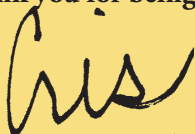
I remember a song from my youth that says, "when the goin' gets tough, the tough get goin'!" We have just come through perhaps the toughest construction season I have ever been part of. From the tightest labor market I can ever remember to the second-wettest spring on record, there are lots of what other companies may use as excuses. But that's what I love about our company and our people. When things are tough, you don't make excuses, you dig in get it done. I recently heard one of our employees repeat the old adage, "where there's a will, there's a way." And he's right!

I am proud of what you all (and therefore, we as a company) have accomplished in this difficult construction season. Look at how many projects we successfully opened since the first of the year:

- Alpine District Purchasing Office & Annex
- American Fork High School Athletic Fields
- Cedar Valley High School
- Corner Canyon High School Additions
- Davis High School Bat Mitigation
- DEQ Technical Support Center
- Franklin Medical Center Addition
- Gray Professional Office Building
- Moab Hoodoo Hotel
- Lake Mountain Middle School
- Morgan High School Addition/Remodel
- Mound Fort Innovation Center
- Mountain Green Middle School
- Mountain High School Addition
- Northridge High School Track & Field
- Salt Lake Mosquito Abatement District
- Scera Park Elementary School
- South Summit District Re-roof, Snowmelt, & Safety Projects
- UCA Kearns Center
- Utah Sports Hall of Fame Remodel
- West Jordan Public Works Phase 3
- As well as hitting milestones on projects in process that are critical to timely completion.

Many of these projects are not 100% complete due to ongoing phases, but the point is, we worked hand-in-hand with our clients and we got them in and operational. And that's something to be proud of! And **I appreciate each of you and your personal effort and sacrifice to make it happen!** I know there have been many long days (and sleepless nights), missed sports games, recitals or birthdays, and many other personal sacrifices. Please know our clients appreciate your personal sacrifice. And I do too!! You guys are the best. And that's why I love working side by side with you in this great company. And why our clients keep giving us good work over and over.

So, let's feel good about what we've accomplished! And let's keep our focus on finishing these jobs out with the high level of service we have come to be known for. **And thank you for being productive, working safe, and working smart!**



**HOGAN  
COMPANY  
PARTY!**



1806 South 2000 West, Syracuse

Friday, October 25, 2019, 4:00PM to midnight

For all company employees and their families!

This will be a PRIVATE COMPANY EVENT where everyone will have UNLIMITED USE of:

- Go-Karts
- Miniature Golf
- Galactic Bowling
- Laser Tag
- Bumper Cars
- Laser Tag
- Foam Pit
- Rock Climbing
- Kiddie Carts
- Roller Skating
- Bounce Area

Each guest will receive a \$5 Game Card.

ALL ACTIVITIES AT THE FUNPLEX ARE INDOORS!

Dinner will be a pizza bar, drinks, and dessert served 6:00 to 8:00PM.

(RSVP to [ametcalfe@hoganconstruction.com](mailto:ametcalfe@hoganconstruction.com) by Friday, October 18. Please indicate the number in your party and if anyone in your party requires gluten-free crust pizzas or a salad option)

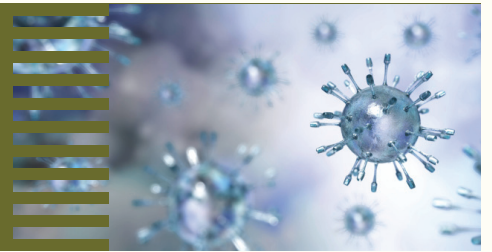
# REFERRAL PROGRAM

Hogan is hiring!

If you refer someone and they are hired and they work at least 90 days, you will receive \$400. To see current job openings, go to [www.hoganconstruction.com/employment](http://www.hoganconstruction.com/employment).



# FLU SHOTS



Hogan & Associates Construction will pay for flu shots for Hogan employees, spouses, and dependents of Hogan employees on October 24, 2019, from 3:00-6:00PM. The flu shots will be administered through CNS Immunization Clinic. CNS is able to administer flu shots to anyone six months and older. If you have any questions, contact HR.

If you are working out of town and want a flu shot, do the following:

1. Go to [www.aetna.com](http://www.aetna.com).
2. Click "Login." If you haven't registered, click on "Register."

3. Click on "Find Care & Pricing."
4. Add "Pharmacy" or "Primary Care Physician" to the search button. Go to the nearest pharmacy or Primary Care Physician to get your flu shot.
5. You will be responsible for a \$15 co-pay when you get your flu shot. Bring the receipt to HR to get reimbursed.

If you have any questions, contact HR.

# SAFETY SUPERINTENDENTS OF THE YEAR

In December 2019, Hogan will recognize many of our job site Superintendents and crew Superintendents as "Safety Superintendents of the year," giving them a plaque and \$100.

To qualify, our Superintendents have to do the following for all four quarters of 2019:

## JOBSITE SUPERINTENDENTS

1. Weekly toolbox safety meetings
2. Weekly subcontractor safety meetings
3. Weekly site inspections
4. Daily logs

**CREW SUPERINTENDENTS**  
(earthwork, footing & wall, steel fabrication, yard, flatwork, and survey crews)

1. Weekly toolbox safety meetings

**CREW SUPERINTENDENTS**  
(steel erection crew only)

1. Weekly toolbox safety meetings
2. Daily production and safety meeting



# RICH HIGH SCHOOL BREEZEWAY

Hogan & Associates Construction was chosen to add a new breezeway to the Rich High School. The breezeway will allow for:

- Inclement weather protection  
Students going between the two existing buildings
- A public lobby for existing buildings and the theater
- Better security
- ADA ramp to the theater stage
- Green room and storage to support performances.

Ty Lechtenberg, Project Manager  
Ross Cox, Lead Estimator  
Fletch Roberts, Assistant Project Manager  
Kim Kornett, Project Assistant  
Will Wood, Superintendent  
Naylor Wentworth Lund Architects  
Target Finish Date: December 2019

# APPRENTICESHIP PROGRAM



In the 2nd quarter newsletter, we recognized the following apprentices who will graduate the apprenticeship program at the end of 2019. Irvin Valdovinos will be another apprentice that is graduating the apprenticeship program at the end of the year. Congratulations Irvin!

- Brandon Wright – Builders program
- Jose Delgado – Builders program
- Miguel Arellano – Builders program
- Michael Johnson – Builders program
- Taylor Snow – Builders program
- Trevor Newman – Operators program
- Oscar Sanchez – Builders program

Hogan & Associates Construction is committed to the success of its apprentices, a commitment demonstrated over the years by the company's active and personal involvement with each individual apprentice.

If you are interested in joining the apprenticeship program or just want to know a little more about it, please contact Jared Morgan at 801-910-7011.

The apprenticeship graduation banquet will be held on December 4, 2019, 7-8PM at Gardner Village (1100 West 7800 South, West Jordan).



IRVIN VALDOVINOS

# SAFETY SPEAKS



This year's safety training will be held on the dates below. This training applies only to the field employees indicated for each class.

Starting in 2020, we want all of our Superintendents to take the 3M Competent Person Fall Protection course. This will be a two day course. Since it is difficult to have all our Superintendents take the course at one time, we will run ten through in 2020, another ten in 2021, and another ten in 2022.

Questions? Contact Jared Morgan.

**FIRST AID, CPR, & AED**  
(for either jobsite Superintendent or Foreman—We encourage our jobsite Superintendents to send their Foreman to the training.)

- December 5, 2019 (8:00AM)
- Hogan training room (upstairs)

**OSHA 30**  
(for Superintendents only—There are only four Superintendents left that still need to take the OSHA 30 course.)

- December 9, 11, 12, 13, 2019 (8:00AM)
- Hogan training room (upstairs)

**CONFINED SPACES, TRENCHING, & EXCAVATION**  
(for the Earthwork Crew)

- December 18, 2019 (12:30PM)
- Hogan training room (upstairs)

**3M COMPETENT PERSON FALL PROTECTION COURSE**  
(for Superintendents only)

- January 8, 9, 2020 (8:00AM)
- Hogan training room (upstairs)

# SEAS AWARDS



The SEAS (Seasoned Employee Annual Safety) awards are given to eligible employees the last week of each year. Field employees and Superintendents who were not injured in 2019 will receive their award the last week of December 2019.

## TO QUALIFY?

Going the year without any OSHA-recordable injury on the job.

## THE AWARD?

- 1-3 years without an injury: \$100
- 4-5 years without an injury: \$150 OR boots from Ream's Boots & Jeans
- 6+ years without an injury: \$300 OR an Occidental Tool bag

Those listed here are currently on the road to receiving the SEAS award for 2019. Any OSHA-recordable injury, however, will disqualify an employee from receiving the SEAS award.

## 1-3 YEARS

Bernabe	ACEVEDO	John	ROUTSON
Marvin	ANDERSON	Mario	SALAZAR
Ildelfonso	ARAMBULA	Oscar	SANCHEZ
Dylan	BARNES	Daniel	SEBASTIAN
Kade	CALDWELL	Austin	SHARPE
Thomas	CAULEY	Thomas	SMITH
Julie	CHAPMAN	Miguel	SOZA
Sergio	CHAVEZ	Nicholas	SWEENEY
Julius	DAVENPORT	Tuipulotu	TAUKAFA
Michael	DAVIS	Michael	TAYLOR
Jose	DELGADO	Robert	THOMAS
Derek	DOWNARD	Teag	THOMAS
Andres	ELIZALDE	JR	TOKO
Tommy	ELKFACE	David	TURNBOW
Timothy	ELLIS	Irvin	VALDOVINOS
Michael	ELMER	Joshua	VOELKEL
Jeffrey	ETHIER	Allen	WALTERS
Tyren	FLANDERS	Justin	WALTERS
Garrett	FRESH	Treva	WATERS
Curtis	GOBLE	Jeffrey	WILSON
Randy	GOLDTOOTH	Braydon	WOFFINDEN
Fernando	GONZALEZ	Brandon	WRIGHT
Justin	HARTWELL	Antonio	ZAVALA
Christopher	HILL		
Trevor	HIRSBRUNNER		
Tammy	INGRAHAM		
Michael	JOHNSON		
Jeremiah	JOHNSON		
Brandon	LEE		
Creed	LUJAN		
Raul	MARROQUIN		
Giles	MARTINEZ		
Ramon	MEZA		
Scott	MOON		
Matthew	MORRISON		
Joshua	MURPHY		
Diego	ORTIZ		
Jessie	PEREZ		
Feleti	PONGI		
Tabor	PORTER		
Brayden	RANDOLPH		
Jason	RENCHE		
Ryder	REYNOLDS		
Jose	RIOS		
Joseph	ROBINSON		
Nathan	ROPER		
Tanner	ROSS		
Trey	ROSS		

## 4-5 YEARS

Andrew	BOYCE
Carlos	CABALLERO
Brydon	GRAHAM
Robert	JONES
Aisea	MANUKEU
Justin	McMICHAEL
Trevor	NEWMAN
Timothy	PHELPS
Alando	SHEPHERD
Derrick	WADE

## 6+ YEARS

Armando ALARCON  
Travis BARNES  
Val BATES  
Grover BEGAY  
Robert BENNION  
Jason BONE  
Devin BOYCE  
Jared BOYCE  
Kevin BROWN  
David BRUNO  
John BULL  
Gregory BUTCHER  
Efrain CASTRO  
Chad CLOWARD  
Francisco CRUZ  
Brett DELGADO  
Mark DePRIEST  
George DICKSON  
Filimone FATONGIA  
Gaylen FAWSON  
Alberto FLORES  
Kyle FORBUSH  
Jose GARCIA  
Brandy GOODSSELL  
Hans GRANADOS  
Gil GRASER  
Ryan GREENFIELD  
Kennith GRIFFITH  
Aaron GURNEY  
Kelly HALL  
Everardo HERNANDEZ  
Francisco HERNANDEZ  
Jeffrey HINSHAW  
Ethan HIRSBRUNNER  
Toree HIRSBRUNNER  
Eduardo JIMENEZ  
Bret JOHNSON  
Marc JOHNSON  
Jeffrey JONES  
Benjamin JUAREZ  
Sean KELLER

Jason KING  
Cameron KROEGER  
Carlos LANDAVERDE  
Ryan LAPP  
Alvaro LOPEZ  
Octavio LUNA  
Kris LYMAN  
Daniel MERRILL  
Ryan MILLER  
Antonio MONTERO  
Bret MORGAN  
Travis MORGAN  
Kellie MUÑOZ  
Benjamin MUÑOZ  
Juan MUÑOZ  
Wilfred NEZ  
Tyler OLIVER  
Alejandro PADILLA  
Samuel ROBERTS  
Jaramie RYDSTROM  
John SHEPHERD  
Tye SHUMWAY  
Lorin SKUTT  
Derek SMITH  
Stephen SPENCER  
Larry STECK  
Paul STODDARD  
Chase STRONG  
Jered STRONG  
Trenton SWEETEN  
Samuel TITENSOR  
Mark WARR  
Scott WHITE  
David WILDE  
Rex WILLIAMS

# RICH MIDDLE SCHOOL



Hogan & Associates Construction was chosen to build the new addition to the Rich Middle School. The addition will provide:

- Needed classroom space for pre-school, elementary, and middle school special education students.
- Science and STEM lab
- Fine arts performance capacity for both the middle and elementary schools
- ADA access to the stage
- Middle school teams practice space
- Indoor area for elementary school recesses during inclement weather
- Increased versatility for community use

### PROJECT TEAM:

Ty Lechtenberg, Project Manager  
Ross Cox, Lead Estimator  
Fletch Roberts, Assistant Project Manager  
Kim Kornett, Project Assistant  
Ryan Lapp, Superintendent  
Naylor Wentworth Lund Architects  
Target Finish Date: August 2020



# 401(K) OPEN ENROLLMENT



It is time for all eligible employees to enroll in the Hogan & Associates Construction 401(k) plan if you wish to do so. We strongly encourage all eligible employees to take this opportunity to plan for their retirement.

By enrolling in the Hogan & Associates Construction 401(k) plan, you become eligible to put aside a certain percentage of your income each pay period and

invest it on a tax deferred status—you do not pay taxes on that income until you draw from the plan at or after age 59½, or until you terminate the plan). *There is a penalty for early termination.*

In addition to the income you set aside, Hogan & Associates Construction will match a portion of your contributions. Hogan will match:

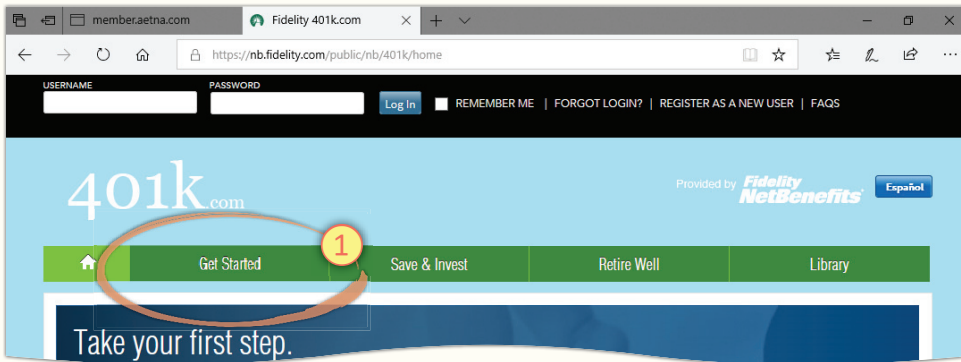
- Dollar for dollar for up to 3% of your plan compensation deferred for the year
- 50% on the next 2% of your plan compensation deferred for the year

This means that if you defer 5% of your income for the year, Hogan will match 4% (dollar for dollar for 3% plus 50¢ per dollar for the next 2%).

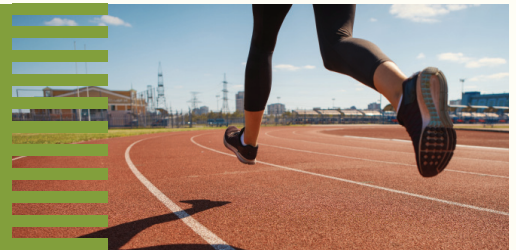
If you want to participate in the 401(k) plan starting October 1, 2019, go to [www.401k.com](http://www.401k.com) and click on “Get Started” <sup>1</sup>.

If you forgo the opportunity this month—September—your next opportunity to participate in the 401(k) plan will be on January 1, 2020.

If you have any questions, please give Jared Morgan a call at 801-910-7011.



# AMERICAN FORK HIGH SCHOOL SPORTS COMPLEX



This \$10M CM|GC project consists of:

- Demolition of the existing running track & football field. Reconstruction of a new 8-lane running track and artificial turf football field with

grandstand, pressbox, field lighting, etc.

- Demolition of the existing baseball field, softball field, and soccer field. Relocate, and reconstruct a new

concessions and storage buildings. Relocate, and reconstruct a new concessions, restroom, and storage building.

- Construct additional parking area.



practice soccer field, baseball, and softball fields with dugouts.

- Demolition of (8) existing tennis courts. Relocate and reconstruct (8) new post tensioned tennis courts.
- Demolition of the existing

## PROJECT TEAM:

Dave Andersen, Project Manager  
 Ross Cox, Lead Pre-con Manager  
 Michele Faulk, Project Engineer  
 Jennifer Wilhelm, Project Assistant  
 Sean Keller, Superintendent  
 KMA Architects  
 Target Finish Date: November 2019

# HIBERNATION COMPETITION

Sleep helps our bodies repair, re-energize, and restore each night. Take part in this competition to get some extra ZZZZZs and earn your health promotion credit for Quarter 4.

## HOW TO PARTICIPATE:

November 3-23, 2019

Goal: Obtain an average of eight hours of sleep per week for all three weeks.

If you want to participate in the “Hibernation” challenge:

I. SYNC your heart rate measuring Fitbit to your Orriant Wellness Portal using the directions provided.

2. Log-in to your Orriant Wellness Portal, and click Menu, enter COMPETITIONS.
3. Select your wearable device or manual tracking, and SIGN ME UP.
4. Starting on November 3, if you successfully complete STEP #1, your hours of sleep will be entered automatically into the competition goal OR you can manually enter your daily sleep hours into the “Goal Tracking”
5. HIBERNATE to gain more hours of sleep this quarter benefiting your concentration, energy levels, coordination, immune function, and overall positive physical and mental feelings.

Finalize all tracking on line by November 25, 2019.

## REWARDS & PRIZES

Orriant participants who display commitment and tracking each week will receive 30 health promotion points toward their Quarter 4 requirement.

Prizes will be awarded to the three competitors with the highest daily average over the three-week competition: \$100, \$50, \$50.



## BAYVIEW ANIMAL HOSPITAL



The new Bayview Animal Hospital in Layton, Utah, will feature:

- Four exam rooms
- X-ray and lab rooms
- Treatment room
- Surgical room and recovery ward
- Isolation kennel
- 40 regular kennels
- An artificial turf dog run
- Various rooms for humans

## PROJECT TEAM:

Eddy Hogan, Project Manager  
Mary Robinson, Project Assistant  
Ryan Greenfield, Superintendent  
Woolsey Design  
Target Finish Date: May 2020

# FLEX OPEN ENROLLMENT



It is time to sign up for the flexible spending account for 2020.

Hogan offers two different flexible spending accounts (FSAs), one for qualified medical expenses and another for dependent care expenses. The most common type of FSA is used to pay for medical expenses not paid for by insurance, usually deductibles, copayments, and co-insurance for the employee's health plan. For 2019 you were able to elect withholdings not to exceed \$2700 annually. For 2020 the amount has not yet been set by the IRS, but will remain the same or increase no more than \$100.

FSAs can also be established to pay for certain expenses to care for dependents who live with someone while that person is at work. While this most commonly means child care, for children under the age of 13, it can also be used for children of any age who are physically or mentally incapable of self-care, as well as adult

day care for senior-citizen dependents who live with the person, such as parents or grandparents. For 2019, the dependent care FSA was federally capped at:

- \$2500 If account holder was married and filed a separate tax return
- \$5000 If account holder was married and filed a joint tax return or filed as single/head of household

This is your one opportunity to participate in the FSA in 2020. If you are interested in participating in the FSA, do the following:

- I. An email will be sent to you on the morning of October 14, from "Hogan Construction – Re: FSA Open enrollment." Look in your inbox or spam box for the email. You will be able to sign up for the flex plan through InfinityHR from October 14 through December 16, 2019. The deadline to sign up is December 16, 2019.

2. Click on the email and you will be directed to InfinityHR. The website is [www.infinityHR.com](http://www.infinityHR.com).
3. For first time users, click on "First Time User?" **1**.
4. Enter your date of birth and Social Security number followed by clicking "Find my Record."
5. Your user ID and email address will populate. If correct, enter a new password, confirm new password, then click on "Create new password."
6. Once you have created a new password, you will be directed to the login screen. Use your User ID and password from step 5 to login.
7. You are now on the InfinityHR portal. Click on the drop down where it says, "Enroll in your benefits change events." Click on "FSA Open Enrollment" and sign up for the Flex plan.

INFINITYHR

User ID:

Password:

Log In

**1** First Time User    Reset ID and Password    System Requirement