

**WE'RE NOT WAITING. WE MAKE IT HAPPEN!**

## SUMMER SWEAT-A-THON CHALLENGE WINNERS

Congratulations to the winners of the Summer Sweat-a-Thon Challenge!

**HIGHEST AVERAGE:**  
Wade Child – \$100

**SECOND PLACE:**  
Camille Child – \$50

**THIRD PLACE:**  
Tracy Heun – \$50

## SOCIAL MEDIA

Check us out (and be sure to “like” us)!



In the last newsletter, I wrote a message entitled Good Timber and Strong Growth Rings, wherein I talked metaphorically about trees growing strong in wind and storms. Whew! Ironically, between then and now, we had actual hurricane-force winds to deal with, not just metaphorical winds. Electrical power was knocked out to hundreds of thousands of households and businesses, including our own office. Many of our families, neighbors, and friends up and down the Wasatch Front were directly impacted by the windstorm. Through it all, I was impressed by the dedication of our employees, both to their assigned projects and to their communities. I was proud to see Hogan trucks, trailers, and equipment mobilized (with company authorization, of course) and pitching in to help protect, repair, and clean up from the storm—keeping things progressing and moving forward.

It's not done yet, but 2020 is a year whose memory will long stay with us. We have endured labor shortages, a strong earthquake, a continuing global pandemic with its impact on supply chains and labor availability, raging wildfires, and, most recently, a hurricane-force windstorm. Our daily lives have been affected, from outdoor recreation to indoor dining, from social gatherings to social distancing, from home school to home church, from cancelled trips to online meetings. My! How things have changed in 6 months! One thing I have learned through it all is that we are all in this together as people, and we need to be patient and kind to each other. My focus on the basics and what is important has been strengthened. My outlook is more optimistic and clearer than ever. I am confident in the strength of this company (*especially our people!*) to weather any storm and continue to support our communities and our families with the important work we do. When the coronavirus pandemic started to affect us, I said that the safety and wellbeing of our employees is of highest priority. And it is. Also, during that time, I wrote, “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” (Newsletter March 2020). We continue to focus on sound business practices, conservative measured growth, and proactive planning for the future. Even through the difficulties thrown at us this year, this company has been blessed to be able to continue the essential work that we do and support our economy, communities, and families.

Now, I want to talk about a common phrase and the apparent paradigm it portrays. As I attend various meetings or talk with people, I often hear the phrase “we’re waiting on...” (a certain trade to finish, a critical delivery, a price from a sub, an answer, or a decision, etc.). I know we FEEL like we are always waiting on someone or something else to do our own part most effectively. But when we report that we are “waiting”, it makes us look like we are not proactive, like we're not fully engaged.

Do not report to the client or to your boss that we are “waiting”. We don't get paid to wait. When asked for the status, report on what has recently been accomplished. Then, explain what needs to be done and the proactive steps we are taking to mitigate the waiting and keep the job progressing.

Let me suggest a simple change that can make a big difference—both in perception and in actual progress. Instead of reporting, “we are waiting,” say, “we need” and “we've done X to make it happen” or “the next step is... and we've been in touch with the supplier and have confirmed delivery for X date”. In other words, anticipate the need and **proactively provide the answer to the questions: what is the next step and when will it be done? And then do everything you can to make it happen and keep your promise!**

Why? Because that is the reputation this company has. At Hogan, we don't sit and wait! We get it done! We don't whine, complain, cast blame, or make excuses. We get it done! We take proactive action to move the issue along. As always, **Thank you for being productive, working safe, and working smart!**



# SAFETY SPEAKS

Proper planning on our part is a smart practice. It takes an average of four to five minutes for first responders to respond to an accident and how we respond to a life-threatening emergency in the meantime can—quite literally—make a life or death difference. In the past, we have provided trauma kits for each of our job sites. The problem was, we were providing these trauma kits without providing any training.

That said, on **October 22, 2020, at 3 pm**, we are going to train our job site Superintendents (the Superintendents can send their Foreman in their place) and some of our office personnel on the AED,

first aid and on the trauma kit, specifically how to use the contents of the trauma kit. We will record the training for future use. The training will last for one hour.

The difference between the trauma kit and the standard first aid kit that we provide is, the trauma kit includes pressure bandages, a rapid tourniquet, and quikclot. The pressure bandage is a multi-purpose wound dressing used to sustain pressure on the wound. The rapid tourniquet is used to quickly cut off circulation for major bleeding and quikclot is a hemostatic dressing that

accelerates the body's clotting process to stop bleeding fast.

There will be more details provided to those employees that need to attend the training. Thank you, and be safe!



## WHAT'S NEW IN HOGAN UNIVERSITY?

The Powered Industrial Trucks (PIT) training is now finished, and you can view it in Hogan University. The PIT training covers the operation of various skid steers and the attachments. Do the following to view the training:

1. Go to [www.hoganconstruction.com](http://www.hoganconstruction.com)
2. On the right of the website, click on the "Employee Portal" and click on "Hogan University."
3. Add your username and password. If you don't know your username and password, contact Laurie Orchard.
4. On the right, click on "Safety Courses."
5. Click on "Powered Industrial Trucks."

We are in the process of working on the following. When the safety handbook and the trainings below are complete, we'll let everyone know.

- Hogan's Safety Handbook
- Rigging
- Scaffolding (Competent Person)
- Confined Spaces
- Trenching & Excavation
- Larger equipment such as:
  - Excavators
  - Loaders
  - Backhoes
  - Dozers



# RECENTLY WON PROJECTS



## DAVIS SCHOOL DISTRICT CAREER & TECHNICAL EDUCATION CENTER REMODEL

Hogan was selected as CM/GC for the \$5.25M project that will remodel an existing office building into a CTE Center for the Davis School District. The Center will serve high school age students, and the remodel includes adding the following educational spaces:

- Medical Assisting
- Pharmacy Technician
- Unmanned Aerial Systems
- Cyber-security
- Computer Science
- Video and Audio Production
- Culinary Arts

We will be working with the design team of VCBO Architecture, and construction will begin in Spring 2021 and be completed by August 2022.

### TEAM LEADS



**DAVE ANDERSEN**  
Project Director/  
Manager



**MICHELLE FAULK**  
Project Engineer



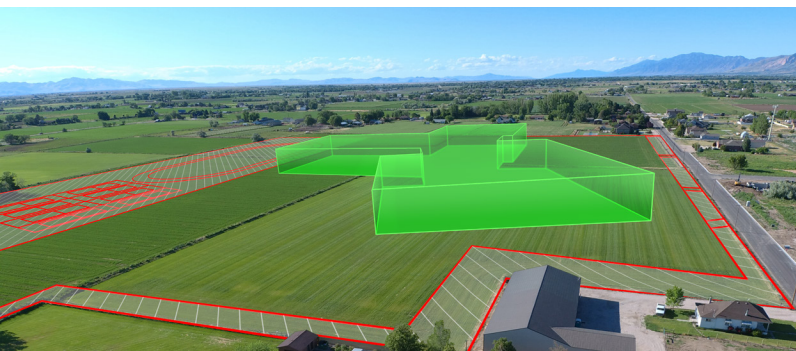
**DAVE REES**  
Assistant Project  
Manager



**JENNIFER WILHELM**  
Project Assistant



**DEVIN BOYCE**  
Superintendent



## WEBER SCHOOL DISTRICT NEW HIGH SCHOOL

Hogan, as CM/GC, was awarded the new \$105M, roughly 400,000 SF high school in Weber School District. As the District will be bonding for this project, the design will be completed by October 2021, just as the community prepares to vote on the bond.

We will be working with the design team of MHTN Architects on the 21st-century high school, and construction is anticipated to start in Spring 2022.

### TEAM LEADS



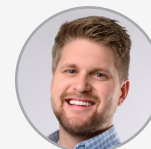
**DAVE ANDERSEN**  
Project Director



**TRENT SWEETEN**  
Site  
Superintendent



**ROB BIRCH**  
Project Manager



**TYLER HOFFMAN**  
Project Engineer



**BRET MORGAN**  
Superintendent



**JENNIFER WILHELM**  
Project Assistant



## ALPINE SCHOOL DISTRICT MOUNTAIN VIEW HIGH SCHOOL DIESEL SHOP REMODEL

As the CM/GC, Hogan is remodeling an existing woodshop at Mountain View High School into a diesel mechanics classroom and training room. The remodeled space is approximately 5,400 SF. The project also includes reworking and widening the access gate and drive approach to the shop yard area.

We are working with the architectural team of Curtis Miner on this project. The project started construction in July and will be completed by October 31, 2020.

### TEAM LEADS



**DAVE ANDERSEN**  
Project Director/  
Manager



**STEVE SPENCER**  
Superintendent



**MICHELLE FAULK**  
Project Engineer



**JENNIFER WILHELM**  
Project Assistant



**EXAMPLE OF THE VCBO NETZERO PROTOTYPE**  
*The BESD design could be different*

## BOX ELDER SCHOOL DISTRICT NEW ELEMENTARY SCHOOL

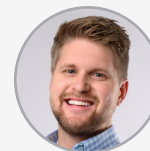
Hogan was selected as CM/GC for a new, \$25M elementary school in east Brigham City within Box Elder School District. The project includes constructing a new 1,000-student capacity elementary school on the site of the old Bunderson Elementary and will combine two existing elementary schools.

The school will feature K-5 classroom spaces, a media center, stage, gym, cafeteria/multipurpose room, and outdoor play areas. Additionally, its design will be patterned after the design of VCBO's latest NetZero elementary prototype. We'll be working with VCBO Architecture's design team and the project will start soon with demolition and has a completion date of May 31, 2022.

### TEAM LEADS



**DAVE ANDERSEN**  
Project Director



**TYLER HOFFMAN**  
Project Engineer



**ROB BIRCH**  
Project Manager



**JENNIFER WILHELM**  
Project Assistant



**TRENT SWEETEN**  
Superintendent



## DAVIS COUNTY JAIL MEDICAL OBSERVATION UNIT

Hogan, as CM/GC, was awarded the \$8.2M, new medical observation unit, which will be attached to the existing Davis County Jail. The unit will be two-stories and approximately 22,136 SF. The first floor will be an approximately 13,682 SF medical observation unit, including 14 individual male cells, three of which will be negative pressure with anteroom attached, and seven female cells with two being negative pressure cells with anteroom attached. The second floor will be approximately 8,454 SF of unfinished space.

We'll be working with Archiplex Group as the design team, and the project is scheduled to begin in October.

### TEAM LEADS



**DENNIS FORBUSH**  
Project Director/  
Manager



**BEN DEAN**  
Project Engineer



**BRET MORGAN**  
Superintendent



**CHRIS MARCHANT**  
Project Assistant



## MILLCREEK CITY NEW COMMONS PLAZA

Hogan was recently selected as CM/GC for the new Millcreek Common Plaza. The Common is an approximately 4-acre urban open space within Millcreek's city center.

The goal of the Common is to be a focal point for the City, with various daytime and nighttime activities. It will feature public art, a decorative hardscape plaza, an 11,000 SF ice ribbon, and a smaller building that provides food service for the Common.

We'll be working with the architectural team of Environmental Planning Group, and the project is scheduled to start in October.

### TEAM LEADS



**DENNIS FORBUSH**  
Project Director/  
Manager



**TRAVIS BARNES**  
Superintendent



**BEN DEAN**  
Project Engineer



**CHRIS MARCHANT**  
Project Assistant



## TEAM LEADS



**ROB BIRCH**  
Project Manager



**TYLER HOFFMAN**  
Project Engineer



**RYAN GREENFIELD**  
Superintendent



**JENNIFER WILHELM**  
Project Assistant

## SOUTH JORDAN HERITAGE PARK SPLASH PAD

As CM/GC, Hogan was selected to build a new splash pad in South Jordan's Heritage Park. The facility will include an interactive splash pad with pavilions.

We will be working with the design team of blu line designs, and the project will be finished by October 31, 2021.



## CITY OF TAYLORSVILLE CITY CENTER LANDSCAPE

As the low bidder, Hogan was selected to construct an approximately 5.5 acre city open space for Taylorsville City.

The project includes constructing a pavilion/restroom building, a stage and amphitheater, two small pavilions, two arbor structures, entry water walls and monument walls, planters, seat walls, sidewalks, plazas, site lighting, speakers, water, sewer and gas lines, and landscaping.

We will be working with blu line designs, and the project is scheduled to be complete in May 2021.

## TEAM LEADS



**EDDY HOGAN**  
Project Manager



**GIL GRASER**  
Superintendent



**FLETCH ROBERTS**  
Project Engineer



**HEATHER KNOWLTON**  
Project Assistant



## 401(k)

Have you wondered if you are on track for retirement? Do you want to know how to change your investments or your contribution amount to your 401(k)?

The series of videos below have been created to help answer these questions and more. To watch any of the videos below, go to Hogan University and click on "Administrative Courses."

- How to use Netbenefit's Retirement planning tool.
- How to change your weekly contribution amount.
- How to change your investment elections.
- How to take a loan from your 401(k).



# HOGAN'S SELF-PERFORMED WORK

## SITE CONCRETE CREW

**Left to right:** Jose Rios, Jessie Perez, Marco Naranjo, Lamont Luman, Juan Perez, Cole Luke (not pictured Trevor Newman and Florentino Ramirez).

Our site concrete crew is responsible for all on-site concrete which includes sidewalk, curb & gutter. They start by verifying the plans for an accurate pour of concrete; they align and set forms, and adjust elevations as needed. They also have a curb & gutter machine that runs on GPS without the need for

stakes and string lines. The machine can also pour out sidewalks with the change of molds. They also do tear out, replace concrete, and help others as needed. Jessie Perez is the site concrete crew Superintendent and to the right are the employees that are currently working on our site concrete

crew. Thank you Jessie Perez and crew for your hard work and dedication!

- Jessie Perez
- Marco Naranjo
- Lamont Luman
- Juan Perez
- Jose Rios
- Cole Luke
- Trevor Newman
- Florentino Ramirez

## BURCH CREEK PARK STAIRS

Below is an example of the kind of quality workmanship

this company is known for. As you can see, with as long as that run is up the hill, those lines had to be perfectly straight. And they are! This is an example of very high quality layout and craftsmanship. Well done to Scott White and everyone involved!



FOR INFORMATION ABOUT VOTING, VISIT:  
<https://vote.utah.gov/>

ELECTION 2020

# MAKE YOUR VOICE COUNT

VOTE ON TUESDAY, NOVEMBER 3.

There are 6 million workers in the construction industry. Let's make sure the voice of our industry is heard loud and clear at the ballot box. **VOTE!**

**AGC**



## ROY JR. HIGH SCHOOL RIBBON CUTTING



## GREENWOOD ELEMENTARY RIBBON CUTTING

## OPEN HOURS FOR 401(K) HELP .....

Wasatch Wealth, who helps Hogan Construction manage the 401(k) plan, is available via Zoom to answer your questions about your 401(k). Do you need help to verify if you are appropriately invested in handling these crazy markets? Would you like a professional to verify if you are on target with retirement? If you are not, what would it take to get on target? Do you need help navigating the Net Benefits Website? Would you like to know when the best time to take Social Security would be for you? Do you have other investments you have questions about, or would like some guidance on?

We have two meetings set up for you!

### THURSDAY, OCTOBER 8TH @ 10 AM

- <https://raymondjames.zoom.us/j/97710300882?pwd=M000NW0vZ05mMH01YnhxNkE2bVY5dz09>
- Password: Hogan!
- 877 853 5247 US Toll-free

### WEDNESDAY, NOVEMBER 11TH @ 11 AM

- <https://raymondjames.zoom.us/j/92212365608?pwd=a0xuSzU5Q09tcXBkNWZNYzV3N0MyUT09>
- Password: Hogan!
- 877 853 5247 US Toll-free



## CLIENT COMMENTS

“Hogan and Associates are excellent communicators and listeners. During the time of construction, Hogan held weekly meetings with district and school leaders, architects, and a Hogan team. In these meetings, Hogan provided detailed macro and micro accountability reports and updates. Their experience and knowledge in these meetings proved repeatedly to be of extreme value as vital questions or changes were addressed, explained, and communicated. During the week, numerous informal meetings were also conducted. Hogan continually labored to get an amazing building finished on time while accommodating student activities and space needs.”

**Greg Wuthrich**, *Principal*  
Mountain High School

“I just received the keys from Allen and Dave to showcase what will certainly be one of, if not the, highlight of the [airport-wide VIP] event today. I know we aren't across the finish line yet but you can certainly see the effort made by all to bring this club home.

I can't wait to take my Sr leadership through here today and to listen to the responses as the tours come through. Thank you all for the hard work to get us to this point and you will make me and Delta proud! ”

**Thom Lang**, *General Manager-SLC Airport Redevelopment*  
Delta Air Lines, Inc.



Hogan is again organizing a company-wide food drive to help families in need. Food collected will go to the Clearfield High School food pantry in the Davis School District, classified as a Title I school by the US Department of Education.

The food will directly benefit the students attending Clearfield High School. Starting **Monday, November 30, 2020, through Tuesday, December 29, 2020**, we encourage employees and subcontractors to donate non-perishable, commercially prepared food in support of this good cause. Bring the food to your job site trailer **OR** the office in Centerville.

We will collect the donated goods on Wednesday, December 30, 2020, and deliver it to Clearfield High

School that same day. In recognition of everyone's generosity and support of this food drive, as well as all your hard work and dedication, **we will end the workday at Noon on Christmas Eve and remain closed on Christmas Day. Employees will receive paid time off of 4 hours for Christmas Eve and 8 hours for Christmas Day.** At the discretion of the Project Manager and Superintendent on each project, if employees need to work those hours in order to meet the needs of the project, we will add the additional hours to the employees' timecard.

## PAID HOLIDAYS

Hogan & Associates Construction will observe the following holidays. Office and field employees will have the day off. Enjoy!

- **Thanksgiving Day** – Thursday, November 26, 2020
- **Day after Thanksgiving** – Friday, November 27, 2020
- **Christmas Eve** – Thursday, December 24, 2020 (*End the work day at noon on Christmas Eve, employees will receive paid time off of 4 hours for Christmas Eve*)
- **Christmas Day** – Friday, December 25, 2020
- **New Year's Day** – Friday, January 1, 2021



# HIBERNATION COMPETITION

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

## HEALTH PROMOTION CREDIT & PRIZES

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

Participants who average 7+ hours of sleep per night over the three-week competition will be put in a pool. We will draw three winners from that

pool and the three winners will get \$75.00 each.

### OCTOBER 18–NOVEMBER 7, 2020

(EMPLOYEES NEED TO SIGN UP BEFORE 10/18/2020.)

The goal of this challenge is to obtain an average of 7+ hours of sleep per night over the three weeks.

How to participate:

- 1. SYNC** your heart rate measuring Fitbit to your Orriant Wellness Portal using the directions provided.
- Log-in to your Orriant Wellness Portal, and click Menu, enter **COMPETITIONS**.
- Select your wearable device or manual tracking, and **SIGN ME UP**.
- Starting on October 18, 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."
- 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 online by November 10, 2020.*

## FLU SHOTS

Hogan & Associates Construction will pay for flu shots for Hogan employees, spouses, and the dependents of Hogan employees on **Thursday, October 1, 2020, from 3:00 pm to 6:00 pm**. The flu shots will be administered through CNS Immunization Clinic. CNS is able to administer flu shots to anyone six months and older. Upon arrival at each scheduled on-site location, CNS staff will take the added precautions necessary to disinfect each area while providing appropriate infection control with facial coverings and social distancing due to the current COVID-19 pandemic. **Face coverings will be required of all those attending the clinic.**

If you have any questions, contact HR. If you are working out of town and want a flu shot, do the following:

- Go to [www.aetna.com](http://www.aetna.com).
- Click "Login." If you haven't registered, click on "Register."
- Click on "Find Care & Pricing."
- Add "Pharmacy" **OR** "Primary Care Physician" to the search button. Go to the nearest pharmacy **OR** Primary Care Physician to get your flu shot.
- 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.





# APPRENTICESHIP PROGRAM

Congratulations to the following employees who will graduate from the apprenticeship program in 2020. Unfortunately, due to COVID-19, the apprenticeship graduation banquet that is usually held in December of each year has been canceled.



**BRANDON LEE**  
Operator Program



**NATHAN ROPER**  
Builder's Program



**CHRIS HILL**  
Builder's Program



**TEAG THOMAS**  
Builder's Program

Hogan & Associates Construction is committed to the success of its apprentices—demonstrated over the past years by the company's active and personal involvement with each apprentice. Hogan believes if we provide excellence in training as well as growth opportunities, the apprentices will return excellence through high production and skilled workmanship.

If you are interested in joining Hogan's apprenticeship program, or just want to know a little more about it, contact Jared Morgan.

## 2020 IMPORTANT DATES TO REMEMBER

OCTOBER

1

**FLU SHOTS FROM 3-6PM**

**Where** – Hogan office in the upstairs conference room

**For who** – All Hogan employees

OCTOBER

1

**401(K) OPEN ENROLLMENT**

Oct. 1, 2020 & Jan. 1, 2021

**For who** – All eligible employees

OCTOBER

12

**FLEXIBLE SPENDING ACCOUNT (FSA)**

Employees will be able to sign up for the flexible spending plan (FSA) through InfinityHR from October 12, 2020 through December 18, 2020.

OCTOBER

18

**HIBERNATION COMPETITION**

Oct. 18–Nov. 7, 2020

Take part in this competition to get some extra Zzzz's and earn your health promotion credit for Quarter 4.

OCTOBER

22

**FIRST AID/AED/TRAUMA KIT TRAINING AT 3 PM**

**Where** – Hogan office in the upstairs conference room

**For who** – Our project Superintendents and some personnel from our office

DECEMBER

3

**TRENCHING & EXCAVATION AND CONFINED SPACES TRAINING FROM 12–4 PM**

**Where** – Hogan office, out back in one of the bays

**For who** – All employees on Hogan's earthwork crew

DECEMBER

30

**HOGAN FOOD DRIVE**

Donated goods will be delivered to Clearfield High School on Wednesday, December 30, 2020. **See the details of the food drive in this newsletter.**



Employees can choose to get cash through an ACH transfer or PayPal, **OR** they can choose from the following gift cards.

### GIFT CARDS

- Adidas
- Amazon
- AMC
- American Eagle
- Applebee's
- Athleta
- Gap
- Banana Republic
- Barnes & Noble
- Bath & Body
- Bed Bath & Beyond
- Best Buy
- Buffalo Wild Wings
- Burger King
- Burlington
- California Pizza Kitchen
- CB2
- Chili's
- Chipotle
- Cold Stone
- Columbia
- Crate & Barrel
- Domino's
- Ebay
- Foot Locker
- GameStop
- Google Play
- Hotels.com
- Hulu
- iHop
- iTunes
- Krispy Kreme
- Lowe's
- Macy's
- Morton's
- Karma Koin
- Nordstrom
- Old Navy
- Olive Garden
- Outback
- Panera Bread
- Papa Jones
- Pottery Barn
- REI
- Sephora
- Southwest
- Staples
- Starbucks
- StubHub
- Target
- TGI Friday's
- The Cheesecake Factory
- The Home Depot
- Uber
- Ulta
- Walmart
- Williams Sonoma
- Zappos

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 2020 will receive their award the last week of December 2020.

### 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
- 6+ years without an injury: \$300

## 0-3 YEARS

- |                             |                                 |                               |                              |
|-----------------------------|---------------------------------|-------------------------------|------------------------------|
| MARVIN <b>ANDERSON</b>      | GAYLEN <b>FAWSON</b>            | COLE <b>LUKE</b>              | JOSE <b>RIOS</b>             |
| ILDELFONSO <b>ARAMBULA</b>  | TYREN <b>FLANDERS</b>           | RAUL <b>GUEVARA MARROQUIN</b> | SAMUEL <b>ROBERTS</b>        |
| RACHEL <b>BABCOCK</b>       | GARRETT <b>FRESH</b>            | ETHAN <b>MARTIN</b>           | JASON <b>ROBERTSON</b>       |
| SHANE <b>BURD</b>           | STEVEN <b>GARNER</b>            | BRANUN <b>MCBRIDE</b>         | NATHAN <b>ROPER</b>          |
| ANTOINE <b>CABLETON</b>     | CURTIS <b>GOBLE</b>             | MITCHELL <b>MENLOVE</b>       | TANNER <b>ROSS</b>           |
| COLBY <b>CALDWELL</b>       | FERNANDO <b>SEGURA GONZALEZ</b> | DANIEL <b>MERRILL</b>         | TREY <b>ROSS</b>             |
| KADE <b>CALDWELL</b>        | RAY <b>HALE</b>                 | BRENDON <b>MOON</b>           | OSCAR <b>SANCHEZ</b>         |
| THOMAS <b>CAULEY</b>        | JUSTIN <b>HARTWELL</b>          | MATTHEW <b>MORRISON</b>       | FLETCHER <b>SCHIEFELBEIN</b> |
| HUGO <b>ALVARADO CHAVEZ</b> | VICTOR <b>HERNANDEZ</b>         | BENJAMIN <b>MUNOZ</b>         | MARK <b>SCHWAB</b>           |
| SERGIO <b>CHAVEZ</b>        | CHRISTOPHER <b>HILL</b>         | MARCO <b>NARANJO</b>          | AUSTIN <b>SHARPE</b>         |
| CRAIG <b>CHIEF</b>          | TREVOR <b>HIRSBRUNNER</b>       | HADEN <b>OLSON</b>            | THOMAS <b>SMITH</b>          |
| JULIUS <b>DAVENPORT</b>     | DEANGELO <b>HOLLAND</b>         | DIEGO <b>ORTIZ</b>            | TY <b>STARK</b>              |
| MICHAEL <b>DAVIS</b>        | AUSTIN <b>IBARGUEN</b>          | ROBBY <b>OSEGUERA</b>         | NICHOLAS <b>SWEENEY</b>      |
| JOSE <b>DELGADO</b>         | MICHAEL <b>JOHNSON</b>          | FELIPE JESSIE <b>PEREZ</b>    | MICHAEL <b>TAYLOR</b>        |
| MICHAEL <b>ELMER</b>        | EMERSON <b>KROEGER</b>          | JUAN <b>PEREZ</b>             | TEAG <b>THOMAS</b>           |
| TIMOTHY <b>ELLIS</b>        | JOSE <b>CUENCA LANDEROS</b>     | JASON <b>RENCHER</b>          | JAYSON <b>TORNBOM</b>        |
| RICK <b>EWER</b>            | BRANDON <b>LEE</b>              | RYDER <b>REYNOLDS</b>         | JACOB <b>TRUJILLO</b>        |
| FILIMONE <b>FATONGIA</b>    |                                 |                               | ALLEN <b>WALTERS</b>         |



## 0-3 YEARS CONTINUED

JUSTIN **WALTERS**  
CHASE **WHITE**  
THOMAS **WILLIS**  
JEFFREY **WILSON**  
DARRIN **WOOD**

WILL **WOOD**  
BRANDON **WRIGHT**

## 4-5 YEARS

BERNABE **PANTOJA ACEVEDO**  
ANDREW **BOYCE**  
TOREE **HIRSBRUNNER**  
JEREMIAH **JOHNSON**  
JUSTIN **MCMICHAEL**  
SCOTT **MOON**

TREVOR **NEWMAN**  
TIMOTHY **PHELPS**  
JOHN **ROUTSON**  
MARLON **SHEPHERD**  
MIGUEL **SOZA**  
ROBERT **THOMAS**

DAVID **TURNBOW**  
JOSHUA **VOELKEL**  
DERRICK **WADE**

## 6+ YEARS

ARMANDO **ALARCON**  
TRAVIS **BARNES**  
GROVER **BEGAY**  
ROBERT **BENNION**  
JASON **BONE**  
DEVIN **BOYCE**  
JARED **BOYCE**  
KEVIN **BROWN**  
DAVID **BRUNO**  
GREGORY **BUTCHER**  
CARLOS **CABALLERO**  
EFRAIN **CASTRO**  
CHAD **CLOWARD**  
FRANCISCO **CRUZ**  
BRETT **DELGADO**

MARK **DePRIEST**  
GEORGE **DICKSON**  
ALBERTO **FLORES**  
JOSE **GARCIA**  
BRYDON **GRAHAM**  
HANS **GRANADOS**  
GIL **GRASER**  
RYAN **GREENFIELD**  
KENNITH **GRIFFITH**  
AARON **GURNEY**  
KELLY **HALL**  
EVERARDO **HERNANDEZ**  
JEFFREY **HINSHAW**  
ETHAN **HIRSBRUNNER**  
TAMMY **INGRAHAM**

EDUARDO **JIMENEZ**  
BRET **JOHNSON**  
MARC **JOHNSON**  
BENJAMIN **JUAREZ**  
SEAN **KELLER**  
CAMERON **KROEGER**  
CARLOS **LANDAVERDE**  
RYAN **LAPP**  
ALVARO **LOPEZ**  
KRIS **LYMAN**  
RYAN **MILLER**  
ANTONIO **MONTERO**  
BRET **MORGAN**  
TRAVIS **MORGAN**  
KELLIE **MUNOZ**

WILFRED **NEZ**  
TYLER **OLIVER**  
JARAMIE **RYDSTROM**  
JOHN **SHEPHERD**  
STEPHEN **SPENCER**  
LARRY **STECK**  
PAUL **STODDARD**  
JERED **STRONG**  
TRENTON **SWEETEN**  
MARK **WARR**  
SCOTT **WHITE**  
DAVID **WILDE**  
REX **WILLIAMS**

## EMAIL ADDRESSES

In order to communicate with 250+ employees, it is important that the email addresses that we have on file for our employees are current in hh2. That said, do the following to update your email address in hh2. Thank you.

1. Go to [www.hoganconstruction.com](http://www.hoganconstruction.com).
2. On the right, under the Employee Portal, click on "hh2."
3. Add your username and password.
4. Click on "HR."
5. Click on "My Records."
6. Click on "Change Request."
7. Make sure your email address is correct, if it isn't, change it, then click on "Submit Change Request."



# FLEX OPEN ENROLLMENT

It is time to sign up for the flexible spending account for 2021. Hogan offers two different flexible spending accounts (FSA's), 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, co-payments, and co-insurance for the employee's health plan. For 2020 you were able to elect withholdings not to exceed \$2,750.00 annually. For 2021 the amount has not yet been set by the IRS, but will remain the same or increase no more than \$100.00. FSA's 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.

This is your one opportunity to participate in the FSA in 2021. If you are interested in participating in the FSA, do the following:

1. An email will be sent to you on the morning of October 12, 2020, 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 12, 2020, through December 18, 2020. The deadline to sign up is December 18, 2020.

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?"

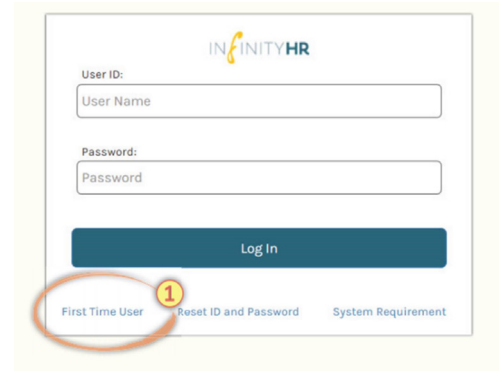
4. Enter your date of birth and Social Security number

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.



## 401(k) OPEN ENROLLMENT

It's time for all eligible employees to enroll in the Hogan & Associates Construction 401(k) plan if they 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 (this means that you do not pay taxes on that income until

you draw from the plan at or after the age of 59 1/2 or until you terminate the plan). (\*\*There is a penalty for early termination.\*\*) In addition to the income you set aside, Hogan & Associates Construction, Inc. will match a portion of your contributions. Hogan & Associates Construction will match dollar for dollar up to 3% of your plan compensation deferred for the year; plus 50% of the next 1% of your plan compensation deferred for the year; plus 50% of the next 1% of your plan compensation deferred for the year. This means that if you defer

5% of your income for the year, Hogan & Associates Construction will match up to 4%.

Eligible employees can participate in the 401(k) plan as of October 1, 2020. Information about how to enroll has already been sent out to eligible employees. If employees forego this opportunity, their next opportunity to participate in the 401(k) plan will be on January 1, 2021.

If you have any questions, please give **Jared Morgan** a call at **801.910.7011**.

# CHRISTMAS GIFTS & ANNUAL COMPANY PARTY



## WHAT A CRAZY MIXED-UP YEAR!

In spite of all that has and is happening in our world with COVID-19, each of you held to the task and performed marvelously, making this crazy year a good one for Hogan & Associates Construction.

I know it is a little early to be talking about Christmas, but to get the Christmas gifts out to 250+ employees by mid-November, we need to start a little early. Because of COVID-19, we are canceling our annual company party, and we want to give our employees a little more than usual in a Christmas gift instead. To thank you for that extra effort in difficult times, we want to give you a couple of options to choose from.

**Option 1:** A custom hoodie featuring the same construction artwork on the façade of our Centerville headquarters building **AND** a \$125 gift card from your choice of:

- Cabela's
- Carhartt
- Colonial Building Supply
- Great Western Supply
- Industrial Supply
- Scheels
- Sportsman's Warehouse

The hoodie and gift card will be delivered to you at your job site the week of November 23.

**OR Option 2:** Your choice of:

- \$150 cash (ACH transfer or PayPal) **OR** one \$150 gift card. (You get to choose from the gift cards below!)

You will receive your cash or gift card from Tremendous.com, who will send you an email the week of November 23 with instructions on how to redeem your gift. Look for it. Have fun with it!

Do the following **BY OCTOBER 16** to order your Christmas gifts.

1. Go to [www.hoganconstruction.com](http://www.hoganconstruction.com).
2. On the right, click on "Employee Portal," then click on "Hogan University."
3. Add your username and password. If you don't have your username or password to Hogan U, contact Laurie Orchard (Email: [lorchard@hoganconstruction.com](mailto:lorchard@hoganconstruction.com)).
4. At this point, click on "Christmas 2020."
5. Fill out the form below, choosing gift option #1 or #2, complete the remaining gift options, hit "Send to Santa," and look forward to receiving your gift choice the week of November 23, 2020.
6. Thank you and have a Merry Christmas!

## GIFT CARDS

- Adidas
- Amazon
- AMC
- American Eagle
- Applebee's
- Athleta
- Gap
- Banana Republic
- Barnes & Noble
- Bath & Body
- Bed Bath & Beyond
- Best Buy
- Buffalo Wild Wings
- Burger King
- Burlington
- California Pizza Kitchen
- CB2
- Chili's
- Chipotle
- Cold Stone
- Colonial Supply
- Columbia
- Crate & Barrel
- Domino's
- Ebay
- Foot Locker
- GameStop
- Google Play
- Hotels.com
- Hulu
- iHop
- Industrial Supply
- iTunes
- Karma Koin
- Krispy Kreme
- Lowe's
- Macy's
- Morton's
- Nordstrom
- Old Navy
- Olive Garden
- Outback
- Panera Bread
- Papa Jones
- Pottery Barn
- Pre-Paid Visa Card
- REI
- Sephora
- Southwest
- Staples
- Starbucks
- StubHub
- Target
- TGI Friday's
- The Cheesecake Factory
- The Home Depot
- Uber
- Ulta
- Walmart
- Williams Sonoma
- Zappos