

DO YOUR VERY BEST

HIBERNATION CHALLENGE WINNERS!

Congratulations to the following employees/dependents who participated in the Hibernation Challenge and accumulated the average of 7+ hours of sleep over the three week challenge. The winners will receive \$75 each.

- Ben Dean
- Keri Dean (*spouse of Ben Dean*)
- Pat Heun (*spouse of Tracy Heun*)

SOCIAL MEDIA

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



Team Hogan, this year has indeed been a tumultuous year, full of surprise challenges that test our ingenuity and tenacity. But despite all the difficulties, it is gratifying that our work has been universally recognized as “essential” and that we are part of the solution. Despite the challenges of the world-wide pandemic, Hogan Construction has continued forward at a healthy pace and has had a very good year. I am proud of the work that we, as a team, have accomplished and the path we are on.

Earlier this year, in the June newsletter, I shared a poem written by Doug Malloch about achieving growth through adversity—and it is still applicable today. He wrote another poem that teaches a principle that also resonates with me. The poem is called “Be the Best of Whatever You Are.” To me, this principle means that whatever our role, whatever our skills, whatever our challenge, we should take pride in what we do and **do our very best work (and do it right the first time)**.

I will always remember a speech from a leader that I deeply admire and respect. He talked about the idea of “do your best” and how sometimes we try to alter the meaning to lower the expectation. We say something like, “well, just do your best,” which really means, “you can’t possibly be successful, so a mediocre performance is all that is expected.” But that’s never true! So, instead of “just do our best,”; let us all **“do our very best!”**

One thing that is very important to me is the quality of our work—for our clients **and** for ourselves. Both during the process and after we are done, our pride in what we do is evident. As you go through the often difficult process of your daily tasks, think about the end result that you want to achieve. Do you say to yourself, “that’s not my fault,” or “nobody else seems to care, why should I” or “I don’t have time to do it right?” How does that attitude reflect on Hogan’s work? How does it reflect on you?

Picture in your head presenting your work. It may be to your supervisor, or it may be the project Owner or Architect. Imagine yourself showing your work to your spouse or children. How do you feel about it? How does it reflect on you? One of the hardest things for me is when, toward the end of a project, an Owner turns to me with a look that says, “Really?! I’m supposed to accept that?” Luckily, this doesn’t happen all that often, and we are much less likely to find ourselves in this uncomfortable situation when we **“do our very best!”**

More often, I have seen the quality of work we are capable of, and **I am proud of it!** But from time to time, I also see room for improvement, and therein lies our opportunity. Please consider the work you are responsible for and **“do your very best!”** You will be grateful you did!

And as always, I say, **Thank you for being productive, working safe, and working smart!**



SAFETY SPEAKS

I wanted to make everyone aware of a change we have made with the safety equipment needed for our projects and crews. Going forward, if you need any of the safety equipment below, contact **Josh Murphy**. Josh will check out the equipment to our Superintendents/Foreman, he will track it and when it is time, the equipment will be checked back in and then the equipment will be serviced

and maintained for future use. The advantage of getting this equipment from Josh is, it won't be billed to your project or crew. The disadvantage is, if you check something out and break it or lose it, it will be billed to your project or crew.

If you have any questions, please let us know. Thank you and be safe!

- Cable Tie Off 4'
- Confined Space Duct 25'
- Confined Space Fan w/ Duct
- Confined Space Pneumatic Fan
- Confined Space Tripod
- Confined Space Winch
- Davit Arm
- Davit Base - Manhole Collar
- Davit Base - Truck Hitch
- Davit Base - Truck Hitch Extension

- Davit Base - Truck Hitch Swivel
- ExoFit Nex Harness
- Fixed Beam Anchor
- Gas Detector
- Gas Detector Pump
- Lanyard Dual Leg 6'
- Nano Lok Edge Twin
- Pole Hoist
- Protecta Pro Harness
- Rat Line 60'
- Rescue SRL
- Sliding Beam Anchor
- SRL 6'
- SRL 6' Twin
- SRL 8'
- SRL Cable 11'
- SRL Cable 30'
- SRL Cable 33'
- SRL Cable 50'
- Swivel Roof Anchor
- Universal Harness
- Wall Chain 2'

EQUIPMENT RENTAL



WHAT'S NEW IN HOGAN UNIVERSITY?

We have been working hard to update our safety handbook and to make it available to all Hogan employees. To see the safety handbook, do the following.

1. Go to 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. Click on "Library" or "Library & Forms."
5. Click on "Safety Handbook" at the bottom of the page.

In addition to the safety handbook, employees can now do the following training. You can find all of the courses below under "Safety Courses."

1. Commercial Drivers License (For our drivers only)
2. Hand signals
3. Back safety



RECENTLY WON PROJECTS



TEAM LEADS



DENNIS FORBUSH
Project Director/
Manager



CHRIS MARCHANT
Project Engineer

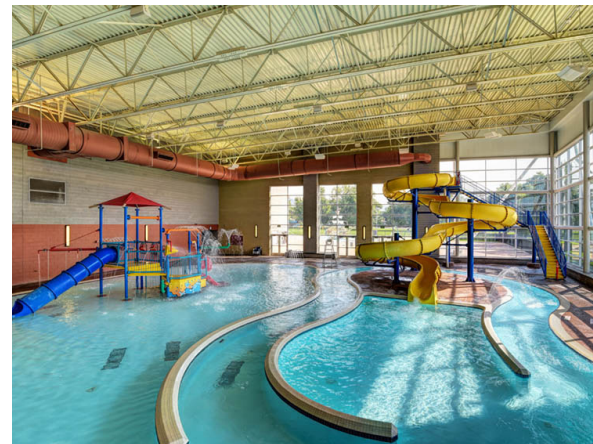


RYAN GREENFIELD
Superintendent

SOUTH DAVIS RECREATION CENTER LEISURE POOL ROOF & AIR HANDLERS REPAIR & REPLACEMENT

Hogan was recently selected as CM/GC to repair and replace the leisure pool roof decking, interior panels, and the leisure and lap pool air handlers at the South Davis Recreation Center.

As Hogan originally built this project, we're excited to have the opportunity to work with the South Davis Recreation District again, and complete these critical repairs. We are working with VCBO, who designed the South Davis Recreation Center. The schedule is being finalized with the owner and architect due to the lead times for the needed materials and equipment. Because the repairs and equipment replacement will affect both the leisure and lap pools, these areas will be closed during construction.



SOUTH OGDEN CITY'S CLUB HEIGHTS PARK ADDITION

As the low bidder, Hogan was recently awarded the Club Heights Park Expansion for South Ogden City.

The project is a park addition of approximately five acres that features four playgrounds, two picnic pavilions, grass play areas and landscaping, a water feature (similar to the city's Burch Creek Park, which Hogan is completing), extensive site concrete, a retention basin, and a parking lot.

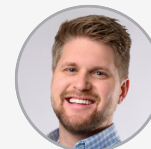
We'll be working with the landscape architecture team of Landmark Design. We are awaiting the notice to proceed and have a completion date of June 1, 2021.



TEAM LEADS



ROB BIRCH
Project Manager



TYLER HOFFMAN
Project Engineer



CHASE STRONG
Excavation
Division



JENNIFER WILHELM
Project Assistant



STAR VALLEY HEALTH'S LABOR, DELIVERY, RECOVERY & POSTPARTUM MATERNITY UNIT REMODEL

Hogan was recently the low bidder for the Star Valley Health LDRP Remodel. The project is 2,100 SF of remodels to the hospital's main hallway, LD corridor, two nurses stations, three labor & delivery rooms, the nursery, bathrooms, break rooms environmental services, and storage rooms. HVAC, medical gases plumbing, and

electrical upgrades are the central part of the scope. The hospital is occupied during construction, and construction traffic is through a semi-secure corridor to the anti-room.

With JRW & Associates as the design team, the project had a tight completion deadline of December 15, 2020, as required by Federal COVID Relief Funds.

TEAM LEADS



EDDY HOGAN
Project Manager



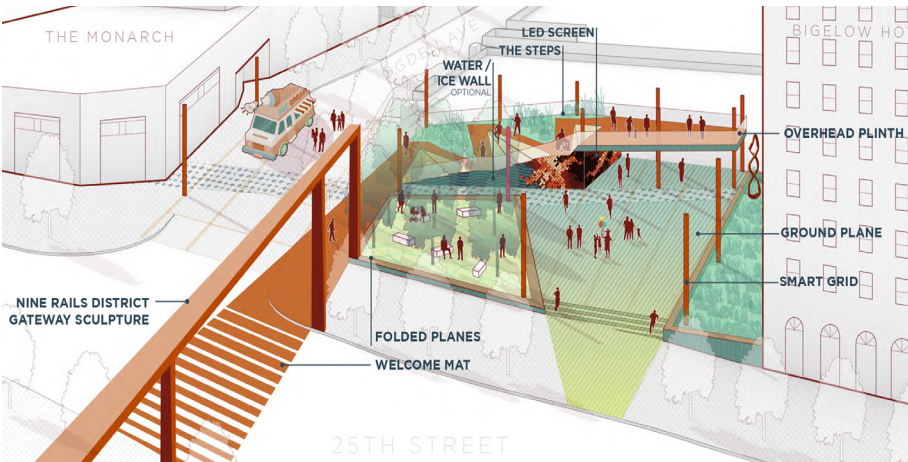
RYAN LAPP
Superintendent



FLETCH ROBERTS
Project Engineer



HEATHER KNOWLTON
Project Assistant



OGDEN CITY'S NINE RAILS ARTS DISTRICT ARTS PLAZA

Hogan was selected as the CM/GC for a new arts plaza for Ogden City's Nine Rails Arts District. The city is developing a new downtown arts district as an epicenter for art and culture where the creative community lives, creates, shares, and teaches to benefit Ogden's artists, citizens, and visitors. The new construction of a \$2.4M outdoor plaza, located on .22 acres at the corner of Ogden Avenue and 25th Street, will take advantage of the natural grade change across the

site and accommodates a plethora of uses (including plaza, performance, and reception space).

We'll be working with the architecture team of Sasaki, which is based out of Denver. Construction could start as early as February 2021 with a completion date of October 1, 2021.

TEAM LEADS



DAVE ANDERSEN
Project Director/
Project Manager



TRAVIS BARNES
Superintendent



MICHELLE FAULK
Project Engineer



JENNIFER WILHELM
Project Assistant



SAFETY SUPERINTENDENTS OF THE YEAR

We are pleased to recognize the following jobsite and crew Superintendents as “Safety Superintendents of the Year.”

TRAVIS BARNES
BOB BENNION
CHAD CLOWARD
MARK DEPRIEST

KELLY HALL
ETHAN HIRSBRUNNER
RYAN LAPP
BRET MORGAN

TYLER OLIVER
STEVE SPENCER
DERRICK WADE
MARK WARR

Each will receive a handsome plaque and an even more attractive \$100.00. Well done and thank you for your part in making Hogan a safe place to work!

To qualify as “Safety Superintendent of the Year,” our jobsite and crew Superintendents have to do the following for all four quarters of the year:

JOBSITE SUPERINTENDENTS

- Weekly toolbox safety meetings
- Weekly subcontractor safety meetings
- Weekly site inspections
- Daily logs

CREW SUPERINTENDENTS

Earthwork, footing and wall, steel fabrication, yard, flatwork, and survey crews:

- Weekly toolbox safety meetings

Steel erection crew:

- Weekly toolbox safety meetings
- Daily production and safety meetings



HEALTH REIMBURSEMENTS

\$50 Rx DEDUCTIBLE & \$50 Rx REIMBURSEMENT

Please be aware that there is a prescription deductible that renews each calendar year on 1/1/2021. Hogan employees are responsible for a \$50 Rx deductible up to three people in a family.

That said, Hogan & Associates Construction employees who are enrolled in the Health Insurance Program offered by the company can

get reimbursed up to \$50 per family per year toward amounts that you have paid toward your prescription drug deductible.

To receive reimbursement: Verify your expenses by saving your receipts and submit them together with the attached Rx voucher (*at the end of this newsletter*) to:

National Benefit Services
8523 South Redwood Road
West Jordan, Utah 84088

Phone: 801-532-4000 or 800-274-0503
Fax: 844-438-1496
Email: service@nbsbenefits.com

\$50 WELLNESS REIMBURSEMENT

Did you know that Hogan Construction will reimburse you and your spouse \$50 each per year for a “wellness reimbursement.” This wellness reimbursement does not apply to your children.

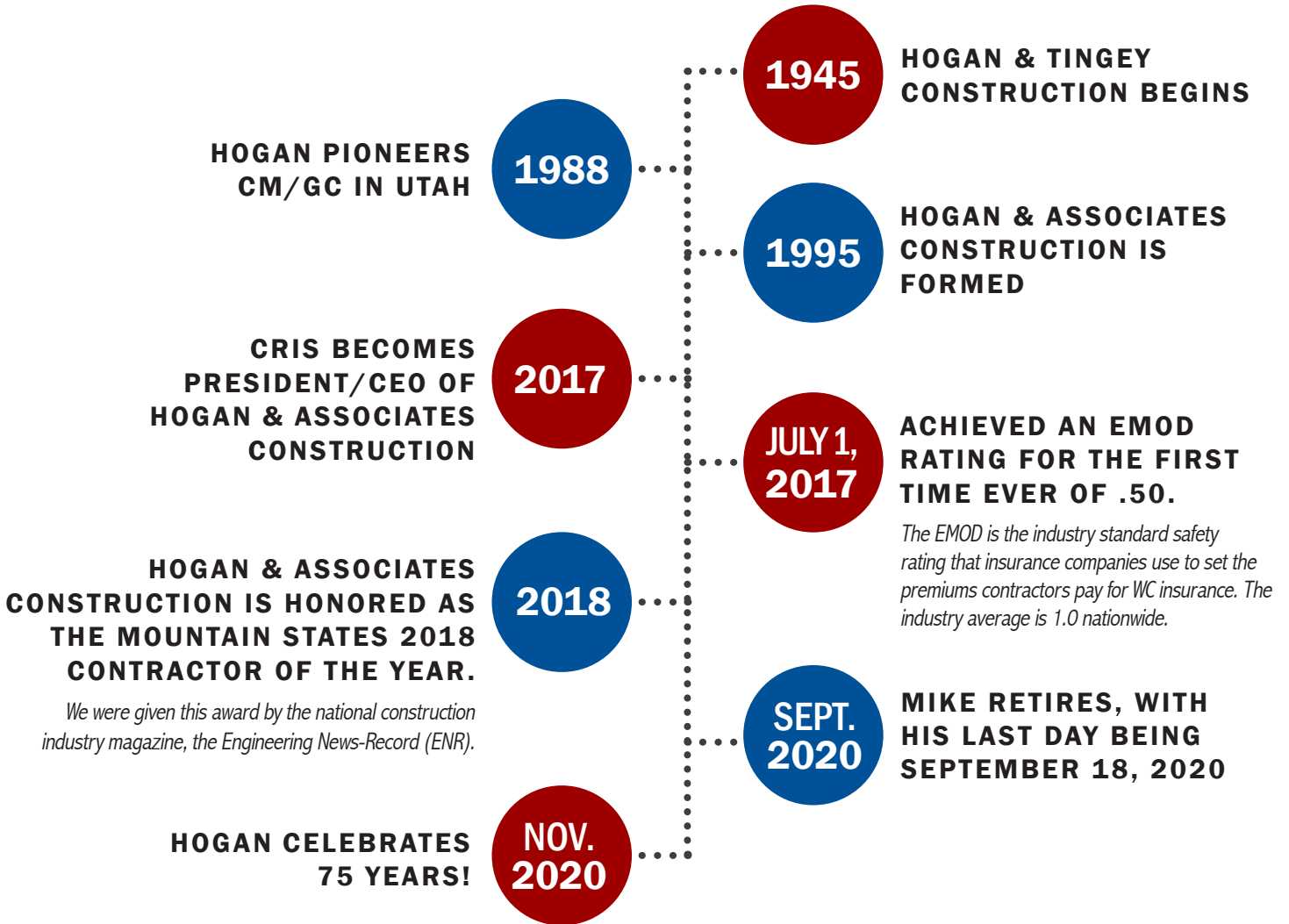
Below are some examples of what you can use this for. To get reimbursed, provide the receipt to HR. If you have further questions, contact HR.

- Gym membership
- Entry fee for a Marathon (half or full)
- Entry fee for an organized event such as Lotoja or Ragnar
- Weight Watchers program or something similar

HOGAN: 75 YEARS STRONG

CONSTRUCTION MANAGER • GENERAL CONTRACTOR

1945-2020



CIRCA 2000

MIKE HOGAN

After Hogan & Tingey Construction's dissolution in 1995, Mike courageously moved forward to build what is now Hogan & Associates Construction. His leadership, foresight, and relationships gave him a strong foundation to build Hogan & Associates for generations to come.

Because of this, Hogan Construction has successfully grown and consistently ranks in the middle of the top 10 commercial builders in Utah. Hogan continues to build statewide and our area of work reaches further into the Intermountain West. Without Mike's leadership and laser focus on cost control, productivity and customer satisfaction, none of us would be here today. **Thank you for your service and example, Mike!**

CLIENT COMMENTS

PROJECT: ELIZABETH ACADEMY-GARFIELD ACADEMY

“Hogan Construction created a project culture where they help other team members, which develops an environment where everyone is determined that Elizabeth Academy is satisfied. I appreciated their positive attitude, even when faced with the problems that are inevitably part of every construction project. They took every challenge in stride and handled my requests regarding the projects responsibly and professionally.”

Jay Larsen
Chasebrook Company



SAFETY & TEAMWORK: THE KEYS TO AWARD-WINNING PROJECTS

This year, Hogan was fortunate to be selected for three Project of the Year awards. The Roy Jr. High School Rebuild was awarded by Utah Construction & Design Magazine (UC&D) for their K-12-Large Project of the Year and the Association of General Contractors of Utah (AGC) for their K12 Project of the Year. Additionally, our work on Bountiful City's Downtown Plaza was recognized, as the AGC selected this project as the Landscape/Urban Project of the Year. Congratulations, and thank you to our fantastic team!

So, what goes into Hogan winning these project awards?

Each award submittal starts with you making these projects a success. Without the effort and commitment of each Hogan employee involved, we could not pursue these awards. The behind-the-scenes work

that goes into these projects from coordination, communication, and the extra time and care to get the project right for the owner determines whether or not the project is a success. Without your commitment to OAC meetings and an eye for detail in your work, there would be nothing for us to promote.

Two key pieces go into each award submittal: Safety and Teamwork. Not only is safety a factor in the judging, but Hogan knows that “each project needs to be safe, or it’s not a success.” Safety is so strongly weighted during judging by these industry groups that if worker safety is an issue, it can tip the scale.

Additionally, teamwork comes into play because each entity wants to know how Hogan solves problems. One of the key highlights of the Roy Jr. High Rebuild is how it’s the

first K12 facility in Utah to be built with insulated concrete forms (ICF). Though innovation is important, they also want to know how we overcome challenges. Because of our amazing team, we’re able to solve problems and communicate to other industry groups how great Hogan is.

Like everything in the AEC marketplace, awards are competitive, regardless of the award presenter, such as an industry magazine or the local chapter of an association. Specifically, the AGC awards are very subjective as they’re awards from our peers. Having the AGC judges come to a consensus on **two** Hogan projects is a huge compliment to Hogan & Associates Construction and everyone who worked on the projects. Thank you for doing great work on these projects, as well as a myriad of others. **Without you, these awards would not be possible!**



ROY JR. HIGH SCHOOL REBUILD



BOUNTIFUL CITY'S DOWNTOWN PLAZA



HOGAN'S ESTIMATING & BIDDING DEPT.

Left to right: Ross Cox, Brian Richards, Rick Sandberg, Tracy Heun, Peter Chamberlain, Dave Andersen, and Mark Oscarson

This year, our Estimating and Bidding Department has had their busiest year since 2016, having completed 59 bids for large and small, CM and hard bid projects. So, what does each member of the team do?



DAVE ANDERSEN, Sr. VP
Pre-construction Director
Hired: 4/14/1980

Dave oversees our Estimating and Bidding Department and the pre-construction phase of a project to meet each client's cost objectives for contracting, scheduling, estimating, and bidding.



ROSS COX
Sr. Estimator-CM Projects
Hired: 10/28/2013



RICK SANDBERG
Sr. Estimator-CM Projects & Hard Bids
Hired: 8/19/2019

Ross, Brian, and Rick provide analyses to aid in developing the project's cost estimates. They confer with architects, engineers, and major subcontracting partners to create detailed quantity surveys and take-off analyses. Further, they regularly consult with subcontractors to ascertain current costs and trends. Their depth of experience and attention to detail keeps our pre-bid budget estimates within $\pm 2\%$ of the final, helping projects stay within budget.



BRIAN RICHARDS
Sr. Estimator-CM Projects
Hired: 11/21/2019



PETER CHAMBERLAIN
Sr. Estimator-Earthwork & Utilities
Hired: 12/1/2014

Peter generates clear and detailed excavation volume reports. He also figures out how much soil will be moved, which helps us eliminate import and export costs by balancing the site.



MARK OSCARSON
Sr. Estimator-Concrete & Steel
Hired: 7/22/2019

Mark produces take-offs to determine the quantities needed for the concrete portion of a project. During this process, he considers the building footings and foundation requirements and rebar patterns.



TRACY HEUN
Estimating & Bidding Coordinator
Hired: 6/6/2011

Tracy manages our subcontractor database, puts together our pre-bid documents for CM bids, solicits bids to subcontractors, and receives bids as subcontractors send them to us.

WHAT'S A TAKE-OFF? A take-off involves "taking off" each required material from the drawings and creating a list of quantities for the materials needed to complete a project.

2020 & 2021 IMPORTANT DATES TO REMEMBER

DECEMBER
24

CHRISTMAS EVE

End the work day at noon on Christmas Eve, employees will receive paid time off of 4 hours for Christmas Eve. 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.

DECEMBER
25

CHRISTMAS DAY (PAID HOLIDAY)

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.

JANUARY
1

NEW YEAR'S DAY (PAID HOLIDAY)

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.

JANUARY
1

401(k) OPEN ENROLLEMENT

For who – All eligible employees

JANUARY
1

FLEXIBLE SPENDING (FSA) OPEN ENROLLMENT

For who – All eligible employees

APRIL
1

MEDICAL & DENTAL OPEN ENROLLMENT

More details to come

W-2s

Hogan has until January 31, 2021, to issue W-2's for 2020. W-2's will be mailed to the address that we have on file, so please make sure your address is current in hh2.

To update your address:

1. Go to www.hoganconstruction.com.
2. Click on hh2 at the bottom right of the page.
3. Add your username and password.
4. Click on the "Human Resources" then "My Records."
5. Click on "Change Request" along the top and update your information.

REFERRAL PROGRAM

The best way to hire, attract and retain quality employees is by employee referrals. As we get busier in the spring, we encourage our employees to refer their friends and acquaintances to Hogan Construction for employment.

If you refer someone and they are hired and they work at least 90 days, you will receive

\$400.00.



Rx Voucher

This Voucher good for a one-time reimbursement for deductible amounts required in connection with your Prescription Drug Card benefit.



Qualification

To receive your reimbursement, you must be an employee of **Hogan & Associates Construction** and enrolled in the Health Insurance Program offered by the company at the time you were required to pay amounts toward a prescription drug card deductible.

Instructions:

Verify your expenses by saving your receipts and submit them together with this voucher to:

National Benefit Services
8523 South Redwood Road
West Jordan, Utah 84088

Phone: 801-532-4000 or 800-274-0503 • Fax: 844-438-1496 • Email: service@nbsbenefits.com

Please complete the following information to process your reimbursement:

Employee Name: _____

Phone Number: _____

Mailing Address: _____

To the best of my knowledge, these expenses are not eligible for reimbursement from any other source.

Signature: _____ Date: _____