

## YOU MAKE HOGAN GREAT!

### NEWSLETTER HIGHLIGHTS

- Pg. 2 – Zero days away from work in 2020!
- Pg. 2 – Get to know Josh Murphy—Hogan’s Safety Assistant
- Pg. 3-5 – Five new projects—one with a brand new client!
- Pg. 6 – Employee Milestones in 2021
- Pg. 11 – Brighton High School Topping Off
- Pg. 12 – Team Highlight: Hogan’s Project Assistants
- Pg. 13 – Congrats to Hogan’s Apprenticeship Program graduates!

### SOCIAL MEDIA

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



We are coming up on a very busy time of year. Winter is about over and several new jobs are under contract and will be breaking ground soon. Even despite the ongoing pandemic and its downward pull on the industry, this year is starting out better than projected. The HR Department is busy hiring more people to join our team. Our marketing and estimating departments are extremely busy and are putting in lots of extra time and effort to win projects that are profitable and successful. I appreciate and recognize the effort they make to go the extra mile in their responsibilities. And they aren’t the only ones who do that. As project milestones and deadlines come up, our project teams, superintendents and foremen step up and put in extra effort to make it happen—often at great personal sacrifice. I see it happen over and over again. That’s what I like about this company—we have so many great employees who sincerely care about what you do and the positive impact you have on our clients. And this is what drives the continued success of the company. You do go the extra mile to take care of our customers and help the company make money, continuing to do what we do best, project after project. And that’s what makes Hogan Construction great!

As the summer construction season gets into full swing, there will be increased pressure on labor resources for most trades. Please be aware of this continuing challenge. My suggestion is to focus on the basics: plan ahead and communicate often. I also recognize that with the increased pressure on the labor market some of you may be approached by recruiters for other companies. I am grateful to each of you for your loyalty and dedication to this company. YOU are what makes this company great! We strive to make working at Hogan the best thing for you and your family.

However, the bigger challenge for us in the tight labor market has more to do with finding more people. As we continue to grow as a company, we need more good quality people at all levels. I’m asking that as you talk with people in your network of contacts and friends, please take the opportunity to tell them what a great a place Hogan is to work and how you feel about working here. Share with them your thoughts about the **intangible benefits that you value** at Hogan. Some of the things I hear have to do with the personal connection and sense of worth we all feel as part of this team. We really care about each other as people. Another important thing people value is our reputation for quality and that we care about our clients and the important work we do. It’s not only about the money (although that’s always important), but it’s about taking pride in the work we do to improve communities. It’s also about helping the people we work for and work with. In this competitive time and tight labor market, help us recruit more good people to our company. We need them so the company can continue to grow and provide advancement opportunities within our team.

And as always, **thank you for being productive, working safe and working smart!**



# SAFETY SPEAKS

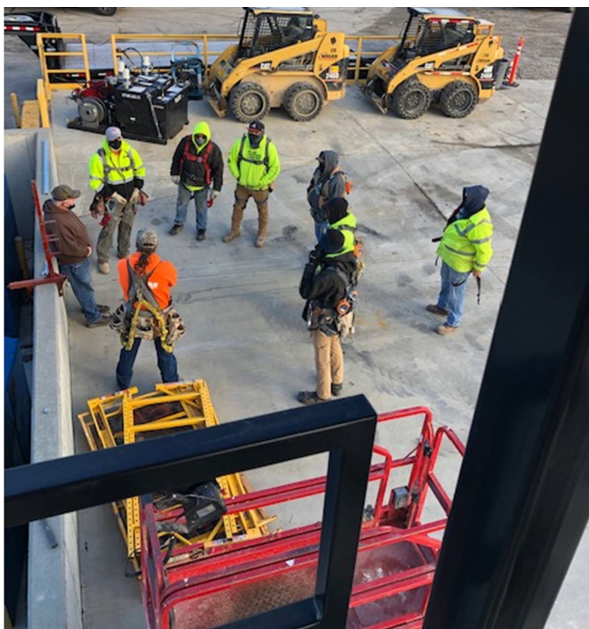
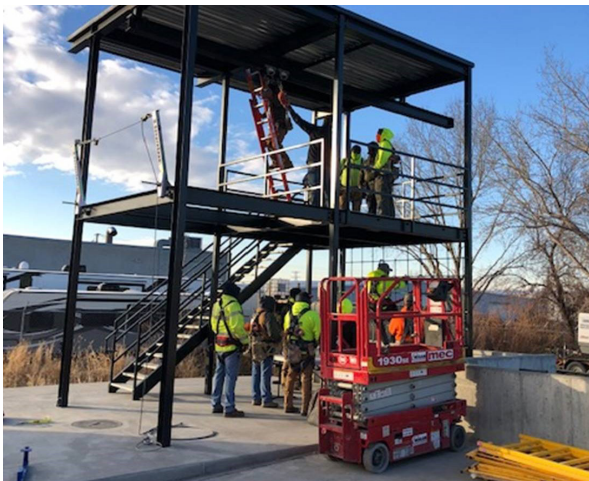
For the last year or so, we have been talking about our training tower which is located to the back (East) of our office in the yard. On Thursday, January 7, 2021, we were able to start using the training tower for the first time, and we trained 14 of our employees on “working from heights” and “steel erection.” See the pictures below. This training tower will be an amazing tool that

we can use in the future to train our employees effectively. In addition, we also have the capability of doing our own confined spaces training with this tower. 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.

Another significant achievement to mention is that in 2020, we had zero days away from work. Let me explain. There wasn't one employee that worked for Hogan & Associates Construction in 2020 who missed work because of a work related injury. The

total hours worked by all employees last year was 503,318 and for nobody to miss any work because of a work-related injury is remarkable. I attribute our success to increased safety training with our field employees, identifying and resolving problems before they occur through increased site inspections—safety issues are dealt with in a timely and efficient manner—and an overall change in attitudes and behavior with respect to safety.

## ZERO DAYS AWAY FROM WORK IN 2020!



## JOSH MURPHY

As many of you know, Josh Murphy was promoted to work in Hogan's safety department as a “Safety Assistant” in July 2020. Working with Jared Morgan, Josh handles the day-to-day safety

efforts of the company. Josh issues and inspects fall protection equipment for the company, performs site inspections, runs the weekly safety meetings for our earthwork crew, performs random drug testing, does hands-on safety training, tracks online safety training, and much more.

Josh Murphy was born and raised in Northern California and attended high school and college in Modesto, CA. Josh moved to Utah in 2016, is married, and has a 5-year-old son. Josh currently resides in Pleasant Grove, UT. In Josh's free time, he likes to spend time with his family, traveling, and exploring new places.

Thank you, Josh, for all that you do!





# RECENTLY WON PROJECTS



## UNIVERSITY OF UTAH KENNECOTT MECHANICAL ENGINEERING BUILDING INFILL ADDITION

Hogan was recently the low bidder on a project that will expand academic and research workspaces to support the Mechanical Engineering Department within the College of Engineering. The four-story building addition is 22,800 SF, with academic research labs and support space, adaptable research space, offices, and administrative support space. With new labs and studio areas in the Lower (basement) Level, core labs and offices on Main and Second Levels, and a Third Level buildout, seamless connectivity to the existing structure and exterior is part of the project—which will also be occupied throughout construction.

The designer is CRSA Architects. Construction has already started, with completion scheduled for December 2021.

### TEAM LEADS



**JD FORBUSH**  
Project Director



**JOANIE SLATTER**  
Project Engineer



**SCOTT BRYNER**  
Project Manager



**AMANDA MCNEELY**  
Project Assistant



**CAM KROEGER**  
Superintendent



## FRANKLIN COUNTY MEDICAL CENTER NEW MEDICAL OFFICE BUILDING

As CM/GC, Hogan was awarded the new \$6M, 26,000 SF, two-story medical office building for the Franklin County Medical Center in Preston, Idaho. The new building will be constructed on a 0.75-acre site north of the current facility and will likely have a connecting hallway to the hospital. Hogan recently completed an OR/ER addition in 2019.

The designer is Design West Architects. Though the construction schedule has not yet been finalized, construction is tentatively scheduled to start in fall 2021, with completion scheduled before or by August 2022.

### TEAM LEADS



**JD FORBUSH**  
Project Director / Manager



**JOANIE SLATTER**  
Project Engineer



**KELLIE MUNOZ**  
Superintendent



**MAURICIA MORTENSEN**  
Project Assistant



**FLETCH ROBERTS**  
Project Field Engineer



## CANYON SCHOOL DISTRICT'S GLACIER HILLS ELEMENTARY SCHOOL

As the low bidder, Hogan recently won the Glacier Hills elementary school facility that will combine the Bell View and Edgemont Elementary Schools. The 93,000 SF, two-story building will house 800 students. It has three wings and a central core, with two of them featuring five classrooms with breakout rooms and a learning lab on each floor. The other is the area for kindergarten and first grades. Wide hallways between the classrooms allow for combined educational workshops and collaborative space.

The designer is MHTN Architects, and construction will be in full-force by June 1, 2021, with occupancy scheduled for the following August and total site completion by November 2022.

### TEAM LEADS



**JARED  
BUCKLEY**  
Project Manager



**WADE CHILD**  
Field Engineer



**RYAN MILLER**  
Superintendent



**MAURICIA  
MORTENSEN**  
Project Assistant



**HAILEE  
HORNE**  
Project Engineer



## CANYON SCHOOL DISTRICT'S PERUVIAN PARK ELEMENTARY SCHOOL REPLACEMENT

Hogan was recently the low bidder on a new elementary building that will replace the existing Peruvian Park Elementary School built in 1965. The student body will be housed at nearby former Crescent View Middle School while the new PPES is built on the current building site. The new school will accommodate about 800 students.

The 95,248 SF, two-story building includes 30 technologically-equipped classrooms, support spaces, skylights that allow natural light, a brightly-colored kindergarten playground, and a faculty lounge that opens onto an outdoor patio.

The designer is NJRA Architects, and construction will be in full-force by June 1, 2021, with occupancy scheduled for the following August and total site completion by November 2022.

### TEAM LEADS



**JARED  
BUCKLEY**  
Project Manager



**WADE CHILD**  
Field Engineer



**STEVE  
SPENCER**  
Superintendent



**MAURICIA  
MORTENSEN**  
Project Assistant



**HAILEE  
HORNE**  
Project Engineer





## LOGAN CITY LIBRARY REBUILD

Hogan was recently selected as CM/GC for Logan City’s new library. The new library will be constructed on the existing library’s location and adjacent parking lot to the north of the existing building. The new library’s site will include staff and visitor parking, library materials drop-off, and a new outdoor plaza that will connect to the City Hall plaza. The Logan Library will be a multi-level, 35,000 SF building.

The building will be designed to accommodate 700 library patrons per day with 26 full- and part-time staff members. The facility will be a community center and feature meeting rooms available to groups as well as programming by library staff members. The library is anticipated to have a vibrant children’s area, a technology-focused teen area, and quiet areas for adults. Further, the facility will house books, DVDs, CDs, and other items available for checkout. The owner’s goal is to create a library that is adaptable, flexible, and functional to meet future needs.

We will be working with Design West Architects as the design team, and the project is anticipated to be completed by January 2023.

## TEAM LEADS



**JOHN COX**  
Project Director  
& Project  
Manager



**CARISSA MILLER**  
Project  
Engineer



**DAN MERRILL**  
Superintendent



**AMANDA MCNEELY**  
Project  
Assistant

## COMMUNICATION WITH OUR EMPLOYEES

We have realized that we need to be able to communicate with our employees not just through email but also through text message.

In the near future, you will begin to receive text messages for important events that are happening at Hogan such as open enrollment, annual company party, food drives, etc., etc., etc.

In order for you to receive text messages, we need your current cell phone number. You will have the option to “opt out” of these text messages if you choose to do so. Do the following to make sure that your cell phone number is up to date.

1. Go to [www.hoganconstruction.com](http://www.hoganconstruction.com).
2. On the right under “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. At this point, check the phone number that we have on file. If it is a bad cell phone number, update it and click “Submit Change Request.”

\* Phone

Cell



# EMPLOYEE RECOGNITION

At Hogan, we recognize our primary asset is our employees. We value our employees. Hogan is committed to the success of its employees, a commitment that has been demonstrated over the years. One way we say thanks to our employees is through our Employee Recognition program. The awards below are based on an employee's tenure with Hogan & Associates Construction.

Congratulations to the following employees who will reach an important employment milestone in 2021!

## 25 YEARS

BLAKE DAVIS

## 20 YEARS

JASON KING

CHASE STRONG

TRENT SWEETEN

KELLY HALL

EFRAIN CASTRO

## 5 YEARS

BERNABE ACEVEDO

TYREN FLANDERS

JOHN ROUTSON

SCOTT MOON

TERRY JOHNSON

ROBERT THOMAS

JEREMIAH JOHNSON

JOSH VOELKEL

MIGUEL SOZA

DAVE WILLIAMS

SERGIO CHAVEZ

ALLEN WALTERS

## 15 YEARS

AARON METCALFE

ANTONIO MONTERO

BOYD FISHER

CARLOS LANDAVERDE

BENJAMIN JUAREZ

MELISSA HALL

## 10 YEARS

TRACY HEUN

RYAN MILLER

CAMERON KROEGER

TOREE HIRSBRUNNER

FILIMONE FATONGIA

We have made some changes with our Employee Recognition program. The changes are below. THE CHANGES BELOW ARE NOT RETRO-ACTIVE!

1. The amount that employees receive each 5 years increases by \$500.00 and does not cap out. See the table below.
2. The other change that we are making is, employees don't have to wait until the end of each year to get their award. For example, if an employee reaches their 15 year employment milestone on July 1, 2021, they will be able to get their award on July 1, 2021 instead of the last week of the year.
3. In addition, at 20 years and thereafter, employees will receive a week of PTO. For some classes of employees, this may mean an additional week of PTO. If an employee reaches their 20 year employment milestone in 2021, they will be able to start to use that week of PTO starting January 2022 and every year thereafter.

### TENURE AMOUNT AWARD

| TENURE   | AMOUNT   | AWARD  |
|----------|----------|--|
| 35 years | \$ 4,000 | Travel credit or cash, plus an additional week paid vacation |
| 30 years | \$ 3,500 |  |
| 25 years | \$ 3,000 |  |
| 20 years | \$ 2,500 |  |
| 15 years | \$ 1,000 | Gift card or cash  |
| 10 years | \$ 500   |  |
| 5 years  | \$ 250   |  |



# HOGAN'S NEW SAFETY INCENTIVE PROGRAM

In addition to money and time spent creating and providing safety training, and purchasing and maintaining safety equipment, we give out safety incentives to our field employees.

That said, with our safety incentives, our field employees can expect to see a lot of changes starting April 1, 2021. Our safety incentives currently are based on OSHA recordable injuries, whether a field employee works safely and does not injure himself/herself on the job.

Starting April 1, 2021, our safety incentives will be based on safety training. In addition, our safety incentives will be individualized rather than based on whether a crew or project is safe. Employees will be rewarded when they complete their required safety training throughout the quarters and year.

The changes that we are rolling out are a little complicated to explain in a newsletter. Just so that everyone understands the changes that are about to take place, we want to explain the changes IN PERSON to every field employee.

Project Superintendents and Crew Superintendents can expect to be contacted by Josh Murphy or Dave Williams who will coordinate to come out to your projects and crews to explain everything in detail.


To read up on the changes to Hogan's safety incentives, go to the "Individual Safety Incentives" section in Hogan's Safety Handbook.

To see Hogan's updated safety handbook in Hogan University, do the following.

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 have problems logging into Hogan University, contact Laurie Orchard.
4. On the right, click on "Library & Forms."
5. At the bottom, click on "Safety Handbook."

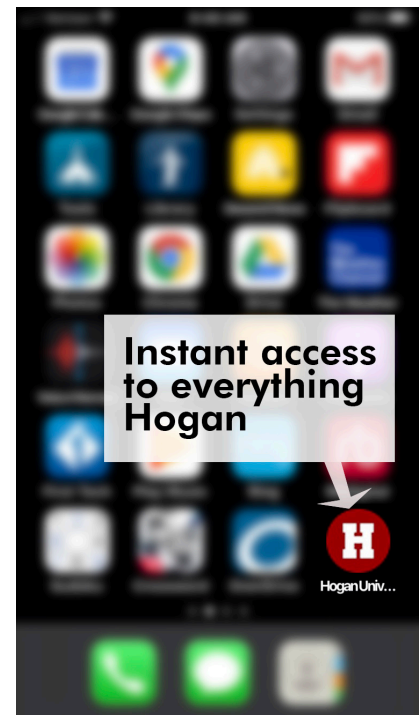
## SHORTCUT TO GET TO HOGAN UNIVERSITY

### IPAD OR IPHONE

1. Launch Safari browser. (This does not work from the Chrome browser.)
2. Enter "hoganuniversity.com" into the URL field and tap "Go", then log-in.
3. Tap the "Send-to" icon  along the bottom of the Safari window (or along top on an iPad) to open a drop-down (or pop-up) menu. On the iPhone you will need to swipe up on the menu to expose the full list of options.
4. Tap "Add to Home Screen"

### ANDROID

1. Launch Chrome browser.
2. Enter "hoganuniversity.com" into the URL field and tap "Go".
3. Tap the menu icon (3 dots in upper right-hand corner) and tap "Add to homescreen".



# HOGAN FOOD DRIVE

We want to thank everyone that participated in Hogan’s food drive in 2020. On Wednesday, December 30th, 2020, we delivered canned food and toiletries to the Clearfield High School food pantry. The food and toiletries that were delivered will directly benefit the students attending Clearfield High School. According to Chris Keime, the Principal at Clearfield High School, “they have roughly 50 students considered homeless at Clearfield High School.” We asked Chris to define “homeless,” and he said, they don’t actually have a place to stay, and they jump from “couch to couch” each night or live at a homeless shelter. Thank you all for your participation!



# IMPORTANT DATES TO REMEMBER



**OPEN ENROLLMENT FOR MEDICAL & DENTAL**  
*April 1, 2021*

**For who** – All eligible employees



**OPEN ENROLLMENT FOR 401(k)**  
*April 1, 2021*

**For who** – All eligible employees



**ORRIANT HEALTH ASSESSMENTS**  
*April 12–16, 2021*

See the 2021 Health Assessments section for times and locations.



**FIRST AID, CPR, AED, TRAUMA KIT TRAINING**

**When** – 12 pm

**For who** – For our Foreman only



**TRENCHING/EXCAVATION TRAINING & CONFINED SPACES**

**When** – 11:30 am–4 pm

**For who** – The Earthwork Crew only





# OPEN ENROLLMENT FOR MEDICAL & DENTAL – APRIL 1, 2021

*Please note: If you are currently enrolled in one of Hogan’s healthcare plans or dental plan and you don’t have any changes to make, i.e., add dependents or change which plan you’re on, there is nothing you need to do during open enrollment.*

It is time again for our open enrollment for our healthcare plans. Hogan pays 80 percent of the medical premium for the employee and family on our standard plan. There is an additional monthly premium for those who choose to participate in the buy-up plan. If you and your partner choose to participate in the wellness program, Hogan will pay 100 percent of the medical premium. Our medical plans are with Aetna Health Plans.

In addition, it is time for open enrollment with our dental plan. The cost to participate in the dental plan is shown below. Our dental plan is with EMI Health (Educator’s Mutual).

If you need to make changes to your medical or dental plans, you will make those changes through InfinityHR. On March 1, 2021, you will receive an email from InfinityHR with instructions. The window to make changes will be from March 1, 2021 to March 31, 2021.

When you receive the email, do the following.

1. If you are a first time user, click on “First Time User” and create your login. If you forgot your User ID or Password, click on “Forgot / Reset User ID or Password.”
2. Click on the “Events available” drop down menu and click on “Open enrollment” and click on “Begin event.” At this point, you will be able to make changes to your medical and dental plans.

**THIS IS YOUR ONLY OPPORTUNITY IN 2021 TO ADD DEPENDENTS TO YOUR MEDICAL OR DENTAL PLAN, SWITCH FROM THE STANDARD MEDICAL PLAN TO THE BUY-UP PLAN, OR ENROLL IN DENTAL OR MEDICAL IF YOU ARE NOT CURRENTLY PARTICIPATING.**

| AETNA STANDARD PLAN |                               |                  |
|---------------------|-------------------------------|------------------|
|                     | WELLNESS PROGRAM PARTICIPANTS | NON-PARTICIPANTS |
| SINGLE              | \$0                           | \$101.34         |
| TWO-PERSON          | \$0                           | \$212.82         |
| FAMILY              | \$0                           | \$330.38         |

| AETNA BUY-UP PLAN |                               |                  |
|-------------------|-------------------------------|------------------|
|                   | WELLNESS PROGRAM PARTICIPANTS | NON-PARTICIPANTS |
| SINGLE            | \$59.39                       | \$121.74         |
| TWO-PERSON        | \$124.14                      | \$255.66         |
| FAMILY            | \$175.81                      | \$396.88         |

| EMI HEALTH DENTAL PLAN |         |  |
|------------------------|---------|--|
| SINGLE                 | -       |  |
| TWO-PERSON             | \$40.50 |  |
| FAMILY                 | \$70.00 |  |

# PREVENTIVE SCREENINGS

Effective April 1, 2021, if you or one of your dependents gets any of the preventive screenings below, coverage is 100 percent, the deductible is waived and there won't be a co-pay. Awesome right? The benefits below apply to in-network facilities and doctors.

A preventive screening is a health examination and associated testing that is designed to identify and avoid the development of future health problems.

- **Routine Adult Physical Exams/Immunizations** – Covered 100%, deductible waived. 1 exam every 12 months up to age 65.
  - **Routine Well Child Exams/Immunizations** – Covered 100%, deductible waived.
  - **Routine Gynecological Care Exams** – Covered 100%, deductible waived. 1 exam and pap smear per calendar year, includes related fees.
  - **Routine Mammograms** – Covered 100%, deductible waived. Recommended: 1 per year for covered females age 40 and over.
  - **Women's Health** – Covered 100%, deductible waived.
- Includes:** Screening for gestational diabetes, HPV (Human – Papillomavirus), DNA testing, counseling for sexually transmitted infections, counseling and screening for human immunodeficiency virus, screening and counseling for interpersonal and domestic violence, breastfeeding support, supplies and counseling. Contraceptive methods, sterilization procedures, patient education and counseling.
- **Routine Digital Rectal Exam** – Covered 100%, deductible waived. Recommended for covered males age 40 and over.
  - **Prostate-specific Antigen Test** – Covered 100%, deductible waived. Recommended for covered males age 40 and over.
  - **Colorectal Cancer Screening** – Covered 100%, deductible waived. Recommended for all members age 45 and over.

**IF EMPLOYEES/SPOUSES GET A PREVENTIVE SCREENING IN 2021, THEY WILL EARN 30 POINTS FOR THEIR QUARTERLY PROMOTION ACTIVITY FOR THE QUARTER!**



## PRUDENTRX

Effective no later than June 1, 2021, the Aetna prescription benefit plan is collaborating with PrudentRx to offer a program that can save you money and reduce your out-of-pocket cost for covered specialty medications to \$0.

In order to provide a comprehensive and cost-effective prescription drug program for you and your family, Forcepoint LLC has contracted with PrudentRx to offer the PrudentRx Copay Program for certain specialty medications. The PrudentRx Copay Program assists members by helping them enroll in manufacturer copay assistance programs. Medications in the specialty tier will be subject to a 30% co-insurance. However, enrolled members who get copay card for their specialty medication (if applicable), will have a \$0 out-of-pocket responsibility for their prescriptions covered under the PrudentRx Copay Program.

Copay assistance is a process in which drug manufacturers provide financial support to patients by covering all or most of the patient cost share for select medications—in particular, specialty medications. The PrudentRx Copay Program will assist members in obtaining copay assistance from drug manufacturers to reduce a member's cost share for eligible medications thereby reducing out-of-pocket expenses.

If you currently take one or more medications included in the PrudentRx Program Drug List, you will receive a welcome letter and phone call from PrudentRx that provides specific information about the program as it pertains to your medication. All eligible members will be automatically enrolled in the PrudentRx program, but you can choose to opt out of the program. You must call 1-800-578-4403 to opt-out. Some manufacturers require you to sign up to take advantage of the copay assistance that they provide for their medications—in that case, you must speak to someone at PrudentRx at 1-800-578-4403 to provide any additional information needed to enroll in the copay program. PrudentRx will also contact you if you are required to enroll in the copay assistance for any medication that you take. If you do not return their call, choose to opt-out of the program, or **if you do not affirmatively enroll in any copay assistance as required by a manufacturer you will be responsible for the full amount of the 30% co-insurance on specialty medications that are eligible for the PrudentRx program.**





## BRIGHTON HIGH SCHOOL TOPPING OFF

It was an exciting day at the Brighton High School Rebuild site, where we had a topping off ceremony on February 22. Our team celebrated this special event with Canyons School District, MHTN Architects, Reveley Engineers, and more with a bright orange beam for the Brighton Bengals that attendees signed.

“ This is a beautiful new beginning for Brighton. We are so grateful for all of the support of the Canyons community that voted for the \$283 million bond that passed with 60 percent support in 2017.

It has been very eye-opening the level of work and detail that goes into a project of this scope. I really admire the spirit that all of our collaborators have approached this project with, it will support and impact the education and lives of these students for generations to come.

Nancy Tingey  
*District 3 School Board President*

“ We couldn't have asked for a better superintendent with Kelly Hall. This was a very confined space, with complicated phasing steps to make it all fit together. Another great Hogan project!

”  
Scott Taggart  
*Asst. Dir. of Facilities Services*



## PAID HOLIDAYS IN 2021

Holiday pay is a discretionary benefit granted by Hogan to full-time (on average 30 plus hours per week) exempt and non-exempt employees. Hogan & Associates Construction will observe the following holidays in 2021:

- **Memorial Day:** Monday, May 31, 2021
- **Independence Day:** Monday, July 5, 2021 (July 4th falls on a Sunday in 2021)
- **Labor Day:** Monday, September 6, 2021
- **Thanksgiving Day:** Thursday, November 25, 2021
- **Day after Thanksgiving:** Friday, November 26, 2021
- **Christmas Day:** Friday, December 24, 2021 (December 25th falls on a Saturday in 2021)
- **New Year's Day:** Friday, December 31, 2021 (January 1st falls on a Saturday in 2021)





# HOGAN'S PROJECT ASSISTANTS

**Left to right:** Chris Marchant, Mauricia Mortensen, Amanda McNeely, Mashelle Kaholoaa, and Jennifer Wilhelm

The primary responsibility of each team is to encourage the construction to run smoothly for the Superintendent at all costs. Each Project Assistant (PA) assists their Project Managers, Superintendents, Project Engineers, and Field Engineers in many areas including but not limited to subcontracts and purchase orders, budgeting, change orders, document tracking, meeting minutes, and closeout. Hogan Construction has been blessed with a great group of PAs that are dedicated to their teams and each other to ensure that each of our projects run like a well-oiled machine.



## MASHELLE KAHOLOAA

*Accounts Receivable, Project Assistant  
Group Manager*  
**Hired:** 4/8/2003

Mashelle manages the project assistants which includes coordinating cross-job issues and balancing workload assignments. Additionally, she is the group's liaison with management and HR, time approval, requests for time off, and employee reviews.



## CHRIS MARCHANT

*Project Assistant*  
**Hired:** 6/21/2013



## JENNIFER WILHELM

*Project Assistant*  
**Hired:** 9/4/2018



## MAURICIA MORTENSEN

*Project Assistant*  
**Hired:** 10/7/2019



## AMANDA McNEELY

*Project Assistant*  
**Hired:** 10/21/2019

## PROJECT ASSISTANT SPOTLIGHT

Jennifer Wilhelm has dedicated the past two and a half years of service to Hogan as a Project Assistant. She also has a special role as PA Trainer. This means that in addition to her PA duties, she works with each new PA to complete a one-week job training. After training, she continues to educate each PA on processes and procedures, and becomes the go-to contact for guidance.

Chris, Jennifer, Mauricia, and Amanda's primary focus is to assist each project management team member. Their responsibilities include:

- Creating and keeping the project file and binder up-to-date with all original documents
- Filing all PCOs and preparing and distributing CCOs
- Assisting the PM/PE in monitoring job costs
- As directed, preparing and distributing Notice to Proceed letters and assisting the PM in preparing, issuing, and tracking subcontract agreements and purchase orders
- Towards the end of a project, tracking, compiling and assembling closeout out items to create the final Operations and Maintenance manual



# APPRENTICESHIP PROGRAM

Congratulations to the following employees who are anticipated to graduate the apprenticeship program in 2021.



**ANTOINE  
CABLETON**

*Builder's Program*

**Hired:** 8/14/2017



**JOHN  
ROUTSON**

*Builder's Program*

**Hired:** 3/21/2016



**THOMAS  
WILLIS**

*Builder's Program*

**Hired:** 6/4/2019



**DEANGELO  
HOLLAND**

*Builder's Program*

**Hired:** 8/12/2019



**JULIUS  
DAVENPORT**

*Operator's Program*

**Hired:** 5/11/2018



**FLETCHER  
SCHIEFELBEIN**

*Builder's Program*

**Hired:** 10/11/2019

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 individual apprentice. Hogan believes if we provide excellence in training as well as growth opportunities, the apprentices will return the 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.



## DIRECT DEPOSIT

Effective immediately, Hogan employees can now split their payroll checks between two accounts. For example, if an employee has an account with Wells Fargo and has another account with Mountain America, the employee can put \$100.00 in his/her Wells Fargo account and the rest (net check) will go into his/her Mountain America account.

When we make these changes, we have to verify that the money we are direct depositing is going to the correct account. This is called a pre-note. Usually, this takes one payroll to verify. The employee will get a physical hard check while doing the pre-note. After that, the money will be direct deposited into the employee's account(s).

If you want to make a change, please fill out the direct deposit form included in this newsletter. Please get the form back to Heidi Mease or Laurie Orchard.



# 2021 HEALTH ASSESSMENTS

The health assessments for 2021 have been scheduled! You will not need to fast; Orriant will adjust the test if you are not fasting. You can do the assessment at the following locations:

**Syracuse Community Center (1979 West 1900 South Syracuse, Utah 84075)** – Monday, April 12, 2021 from 2–7pm

**Hogan’s Centerville Office (940 North 1250 West, Centerville, Utah 84014)**

- Tuesday, April 13, 2021 from 2:00–7:00pm
- Wednesday, April 14, 2021 from 2:00–7:00pm

**Orriant’s Office (9980 South 300 West, Suite 100, Sandy, Utah 84070)** – Thursday, April 15, 2021 from 2:00–7:00pm

**Moab: Moab USU Moab Extension (HWY 191 and Millcreek Drive, Moab, Utah 84532)** – Thursday, April 15, 2021 from 1:00–4:00pm

**DBI’s Office (2 East Center Street, Suite 200, Kaysville, Utah 84037)** – Friday, April 16, 2021 from 2:00–7:00pm

Be prepared to wear a mask, and note sign ups will open on March 1. To sign up for these locations, do the following:

1. Go to [www.orriant.com](http://www.orriant.com).
2. Add your username and password at the top of the page, then click “Login.”
3. In your Wellness Dashboard, click on “Assessment” and schedule the health assessment that works best for you and your spouse.

## THE HEALTH STANDARD

As many of you know, based on the results of your health assessment, you either meet the standard below or you don’t. If you do not meet the standard, you will be assigned a coach.

| HOGAN HEALTH STANDARD  |            |        |
|------------------------|------------|--------|
| CATEGORY               | STANDARD   |        |
| Tobacco                | No use     |        |
| Cholesterol Ratio      | <6:1       |        |
| Blood Glucose          | <140 mg/Dl |        |
| Blood Pressure         |            |        |
| Systolic               | <132       |        |
| Diastolic              | <84        |        |
| BMI                    | <27.5      |        |
| or Body Fat Percentage | Male       | Female |
| Age 17-39              | <21%       | <29%   |
| Age 40-55              | <24%       | <31%   |
| Age 56+                | <26%       | <32%   |

## INDEPENDENT HEALTH ASSESSMENTS

**If you cannot make one of the scheduled Orriant assessments, you may either:**

1. Complete a health assessment by visiting a certified health professional, and completing an “Independent Assessment Form” (*pages 15-16*)

**OR**

2. Use Labcorp, following the instructions on their form (*pages 17-18*)

If you select option one (health professional), do the following:

1. Go to [www.aetna.com](http://www.aetna.com) to find a contracting Primary Care Physician (PCP).
2. Click “Login” at the top-right, then click “Login” (again) or if you don’t have an account, “First-time users.”
3. Click “Find Care & Pricing” at the top, then on “Primary Care Physicians.”
4. At this point, you will be able to see all the PCP’s contracting with Aetna near the designated city at the top of the list. (*Change the city if needed.*)
5. Make an appointment with a PCP, take the attached “Independent Health Assessment” form with you, and have the doctor complete it. You should only be responsible for a \$15 co-pay. Pay for the visit and give the receipt to Jared Morgan or Laurie Orchard to be reimbursed for the visit.
6. Once finished, mail or fax the completed form to Orriant:

Orriant  
9980 South 300 West, Suite 100  
Sandy, Utah 84070  
Email: [info@orriant.com](mailto:info@orriant.com)  
Fax: 801-574-2340



To enroll in your company's wellness program, please complete the three steps below.  
All steps must be completed by **AUGUST 31, 2020** or you may become ineligible for the wellness incentive.

### STEP 1 COMPLETE A HEALTH ASSESSMENT

Have a verifiable health professional complete page 2 of this form. All information is required to enroll for the wellness incentive. Keep page 1 for program info.

Assessment results must be dated between:  
**JANUARY 1, 2021 - APRIL 30, 2021**

Forms must be received by, and will not be accepted after:  
**APRIL 30, 2021**

Please mail or fax completed form (page 2 only) to:

- ✉ Orriant, 9980 S 300 W, Suite 100  
Sandy, UT 84070
- ✉ Email: [info@orriant.com](mailto:info@orriant.com)
- 📠 Fax: (801) 574-2340

### STEP 2 CONTACT ORRIANT

Contact the Orriant Support Team at (888) 346-0990 to confirm your form was received.

*You will be provided information regarding program requirements to maintain your incentive (see section to right), as well as your username and password. These requirements will be determined by your results.*

Username: \_\_\_\_\_

Password: \_\_\_\_\_

Have questions?



|   |  |
|---|--|
| WEBSITE<br><a href="http://MyOrriant.com">MyOrriant.com</a>     | ADDRESS<br>Orriant<br>9980 S 300 W, Ste. 100<br>Sandy, UT 84070      |
| EMAIL<br><a href="mailto:info@orriant.com">info@orriant.com</a> |  |
| PHONE<br>888-346-0990   | HOURS (MOUNTAIN TIME)<br>Mon-Thu, 6 am – 7 pm<br>Fri, 6 am – 5:30 pm |
| FAX<br>801-574-2340   |  |

### STEP 3 MAINTAIN YOUR INCENTIVE



#### ORRIANT SNAPSHOT™

1. Log in to [www.MyOrriant.com](http://www.MyOrriant.com) & click Snapshot.
2. Follow prompts, then click FINISH when done.

#### COMPLETE ORRIANT SNAPSHOT™ BY 4/30/21



#### YOUR COACH:

888-346-0990 ext.  
You are responsible for contacting your coach.

- HEALTH PLAN: 1st coach contact, due **4/30/21**  
Date: \_\_\_\_\_ Time: \_\_\_\_\_ AM PM PT MT ET CT
- CONTINUED CONTACT:  
Continue calling as scheduled with your current coach.

- Develop a personalized compliance plan with coach, in which the participant will complete to maintain compliance.



#### HEALTH PROMOTION ACTIVITY:

You are responsible for completing wellness-related activities in the quarters listed below:

- Q1: January 1 - March 31
- Q2: April 1 - June 30
- Q3: July 1 - September 30
- Q4: October 1 - December 31

Orriant Snapshot ALL your health promotion points in the checked quarter.



**COMPLETE 30 POINTS OF ELIGIBLE ACTIVITY** every quarter to maintain your incentive

Log in to [www.MyOrriant.com](http://www.MyOrriant.com), then click Health Promotion to see eligible activities.

# orriant Independent Health Assessment Form



## PARTICIPANT INFORMATION

This section to be completed by the wellness participant/patient. Please print clearly.

I am the  EMPLOYEE  SPOUSE OF EMPLOYEE (check one)

Your Name: \_\_\_\_\_

Spouse Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Email: \_\_\_\_\_

Birth Date: \_\_\_\_/\_\_\_\_/\_\_\_\_ Gender: F M (circle one)

Phone: ( ) -

HOME WORK CELL (circle one)



REMEMBER TO DRINK  
PLENTY OF WATER

**Fasting is  
NOT required for  
your assessment**



**All assessment results must be dated  
between Jan 1, 2021 - Apr 30, 2021**

RESULTS BEFORE OR AFTER THESE DATES WILL NOT BE ACCEPTED

## ASSESSMENT RESULTS

This section for health professional use only.

Screen Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

Tobacco Use: (circle one) Y N

Has patient used tobacco in any form, within the last 90 days?

Is patient pregnant? Y N

Is patient fasting? Y N

Total Cholesterol: \_\_\_\_\_ mg/dL

HDL: \_\_\_\_\_ mg/dL

LDL: \_\_\_\_\_ mg/dL

Triglycerides: \_\_\_\_\_ mg/dL

Cholesterol Ratio: \_\_\_\_\_

Blood Glucose: \_\_\_\_\_ mg/dL

Blood Pressure: \_\_\_\_/\_\_\_\_ mmHg

Height: \_\_\_\_\_ in.

Weight: \_\_\_\_\_ lbs.

Body Mass Index: \_\_\_\_\_

Body Fat %: \_\_\_\_\_ %

All information must be filled in before submitting to Orriant.

Incomplete forms will not be accepted. Please mail or fax completed form to:

✉ Orriant, 9980 S 300 W, Ste. 100, Sandy, UT 84070

✉ Email: info@orriant.com

☎ Fax: (801) 574-2340

## HEALTH PROFESSIONAL INFORMATION

This section for health professional use only.

Print Name: \_\_\_\_\_

Sign: \_\_\_\_\_ Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

Facility Name: \_\_\_\_\_

Facility City, State: \_\_\_\_\_ Phone: ( ) -



## HEALTH STANDARD

This section to be completed by Orriant upon receipt of assessment results.

|              | Health Standard Values | "At risk" compared to standard? |                       |   |
|--------------|------------------------|---------------------------------|-----------------------|---|
|              |                        | Yes                             | No                    |   |
| Tobacco      | None                   | <input type="radio"/>           | <input type="radio"/> | Biometric scores must be below the Health Standard. Those with scores exactly on or above will engage in health coaching. |
| Chol Ratio   | <6:1                   | <input type="radio"/>           | <input type="radio"/> |   |
| Glucose      | <140                   | <input type="radio"/>           | <input type="radio"/> |   |
| BP Systolic  | <132                   | <input type="radio"/>           | <input type="radio"/> |   |
| BP Diastolic | <84                    | <input type="radio"/>           | <input type="radio"/> |   |
| Body Comp    |                        | <input type="radio"/>           | <input type="radio"/> | BMI or body fat % must meet the Health Standard to be considered not "at risk"  |
| BMI          | <27.5                  | <input type="radio"/>           | <input type="radio"/> |   |
| Body Fat %   |                        | <input type="radio"/>           | <input type="radio"/> |   |
| Male         | <22                    |                                 |                       |   |
| Female       | <29                    |                                 |                       |   |

Participant status

GW1  GW2



# LABCORP: Steps

1

Go to [www.labcorp.com](http://www.labcorp.com)

2

On the main landing page, “Labs & Appointments”, enter your address or zip code and select “Employee Wellness with Body Measurement”.

Wellness with Body Measurement”.

IMPORTANT: You must select lab type: “Employee Wellness”



3

Select your desired location. On the next page you can either schedule online or call the location to schedule an appointment. For employee wellness screenings, it is recommended that you schedule an appointment. If you are scheduling online, follow the prompts to finalize your appointment.

4

Fill out the attached LabCorp order form. **You do not need to fill in your insurance information as this test will be billed to Orriant.** Find the doctor that has your state listed and circle. (For example, if you live in Texas you would circle)

5

Take your LabCorp order form to your appointment. All results will be sent directly to Orriant within 3-5 business days. Orriant will be reaching out to you to review your program requirements.

6

If you have not heard from Orriant within 7 days, please reach out to confirm that Orriant has received your results. Please also make sure that your contact information is up to date in your Orriant account.





To find the nearest patient service center, visit [www.labcorp.com](http://www.labcorp.com) or call 888-LABCORP (888-522-2677).

Hogan Construction/Orriant  
LABCORP WELLNESS VERIFIED  
9980 South 300 West, Suite 100  
SANDY UT 84070-  
(888) 346-0990

Send additional copy of report to:

Fax Client Number/Physician's Name Phone No. Number

Call

Mail Physician's Address City, State, Zip

0703.21

CHECK ONE:

03 [X] ACCOUNT BILL

\*\*\*ENTER ONLY THE ACCOUNT NUMBER CIRCLED\*\*\*

LABCORP ACCOUNT NUMBER: **43000195**

CIRCLE ONE:

1205829355-CAHILL,  
JOHN DONALD (MA,  
NY, RI)

1023087293-  
SIMMONS, WALTER  
NEIL (AZ, CA, IN, NV,  
NM, PA, TN, TX, UT)

1760433098-HAYES,  
WILLIAM BRENDAN  
(ALL OTHER STATES)

1043506892-KROUSE,  
CATHERINE (ME)

|  |  |                                |                |   |  |                          |         |                 |  |  |               |
|--|--|--------------------------------|----------------|---|--|--------------------------|---------|-----------------|--|--|---------------|
| Patient's Legal Name (Last, First, MI)                                 |  | Sex                            | Date of Birth  |   |  | Collection Time          | Fasting | Collection Date |  |  | Urine hrs/vol |
| NPI  |  | Physician's ID #               | Patient's ID # |   |  | Hospital Patient Status  |         |                 |  |  |               |
| Physician's Name (Last, First)   |  | Physician/Authorized Signature |                | Patient's Address                                 |  | Phone                    |         |                 |  |  |               |
| Diagnosis/Signs/Symptoms in ICD-CM format in effect at Date of Service |  | City                           |                | State   |  | ZIP                      |         |                 |  |  |               |
| PRIMARY BILLING PARTY  |  | SECONDARY BILLING PARTY        |                | Name of Policy Holder (if different from patient) |  | Address of Policy Holder |         | APT #           |  |  |               |
| Insurance Carrier *  |  | Insurance Carrier *            |                | City  |  | State                    |         | ZIP             |  |  |               |
| ID #   |  | ID #                           |                | City  |  | State                    |         | ZIP             |  |  |               |
| Group #  |  | Group #                        |                | Name of Policy Holder                             |  | Address of Policy Holder |         | APT #           |  |  |               |
| Insurance Address  |  | Insurance Address              |                | City  |  | State                    |         | ZIP             |  |  |               |
| Name of Insured Person   |  | Name of Insured Person         |                | City  |  | State                    |         | ZIP             |  |  |               |
| Relationship to Patient  |  | Relationship to Patient        |                | City  |  | State                    |         | ZIP             |  |  |               |
| Employer Name  |  | Employer Name                  |                | City  |  | State                    |         | ZIP             |  |  |               |
| *If Medicaid State   |  | Physician's Provider #         |                | City  |  | State                    |         | ZIP             |  |  |               |
| Workers Comp   |  | Physician's Provider #         |                | City  |  | State                    |         | ZIP             |  |  |               |
| Yes <input type="checkbox"/> No <input type="checkbox"/>               |  | Physician's Provider #         |                | City  |  | State                    |         | ZIP             |  |  |               |

I hereby authorize the release of medical information related to the service described herein and authorize payment directly to LabCorp. I agree to assume responsibility for payment of charges for laboratory services that are not covered by my healthcare insurer.

Patient's Signature \_\_\_\_\_ Date \_\_\_\_\_

**MEDICARE ADVANCE BENEFICIARY NOTICE OF NONCOVERAGE (ABN)**

Refer to Determining Necessity of ABN Completion on reverse.

ITEM # 058569 FORM # C030 (UNIVERSAL PREFORM07)

8810056717 PR Dornelley ©2016. All rights reserved. — 021

© 2016 Laboratory Corporation of America® Holdings  
(REV. 05/16/2016)

[ X ] 377434 LP+Glu+Hb A1c

[ X ] 101300 Biometrics

NOTE: WHEN ORDERING TESTS FOR WHICH MEDICARE OR MEDICAID REIMBURSEMENT WILL BE SOUGHT, PHYSICIANS SHOULD ONLY ORDER TESTS THAT ARE MEDICALLY NECESSARY FOR THE DIAGNOSIS OR TREATMENT OF THE PATIENT. LISTED ABOVE ARE THE CUSTOMIZED PROFILES YOU HAVE SPECIFICALLY REQUESTED FROM LABCORP. THE INDIVIDUAL COMPONENTS HAVE BEEN DISCLOSED TO YOU AND THEY MAY ALSO BE ORDERED INDIVIDUALLY IN THE SPACE ABOVE. COMPONENTS AND BILLING CODES FOR NON CUSTOMIZED TEST PROFILES ARE LISTED ON REVERSE. COMPONENTS MAY BE BILLED SEPARATELY IN ACCORDANCE WITH CARRIER POLICIES.

PLEASE PRINT

PLEASE PRINT

ORIGINAL-LABORATORY / COPY-LABORATORY / COPY-CLIENT



# DIRECT DEPOSIT AUTHORIZATION AGREEMENT (ACH CREDITS)

YOU MAY ELECT TO HAVE DIRECT DEPOSIT TO ONE OR TWO FINANCIAL INSTITUTIONS.

**INSTITUTION ONE,**  
FOR THE ENTIRETY  
OF MY PAYCHECK  
DEPOSIT, LESS ANY  
SPECIFIED AMOUNT  
I DESIGNATE FOR  
INSTITUTION TWO,  
BELOW

I (we) hereby authorize Hogan & Associates Construction, herein called "COMPANY", to initiate credit entries to my (our)

CHECKING ACCOUNT

SAVINGS ACCOUNT

indicated below, at the depository financial institution named below, hereinafter called "DEPOSITORY-ONE", and to credit the same to such account. I (we) acknowledge the organization of ACH transactions to my (our) account must comply with the provisions of the U.S. Law.

DEPOSITORY-ONE NAME:

BRANCH:

CITY:

STATE:

ZIP:

ROUTING NUMBER:

ACCT #:

**OPTIONAL:  
INSTITUTION TWO,**  
FOR THE AMOUNT  
SPECIFIED

I (we) hereby authorize the COMPANY to initiate credit entries to my (our)

CHECKING ACCOUNT

SAVINGS ACCOUNT

indicated below and for the amount shown below, at the depository financial institution named below, hereinafter called "DEPOSITORY-Two", and to credit the same to such account. I (we) acknowledge the organization of ACH transactions to my (our) account must comply with the provisions of the U.S. Law.

DEPOSIT AMOUNT:

DEPOSITORY-TWO NAME:

BRANCH:

CITY:

STATE:

ZIP:

ROUTING NUMBER:

ACCT #:

This authorization is to remain in full force and effect until the COMPANY has received written notification from me (or either of us) of its termination in such manner as to afford the COMPANY and DEPOSITORY(IES) a reasonable opportunity to act on it.

I, the undersigned, do understand and agree to the above provisions. (Typing your name in the SIGNATURE box constitutes an electronic signature.)

EMPLOYEE NAME (PRINTED)

EMPLOYEE SIGNATURE

DATE



THIS IS A FILLABLE PDF. YOU MAY TYPE IN THE INFORMATION, ELECTRONICALLY SIGN IT, SAVE THE FILE, AND THEN EMAIL IT AS AN ATTACHMENT TO:

[jmorgan@hoganconstruction.com](mailto:jmorgan@hoganconstruction.com)

ALTERNATIVELY, PRINT AND NEATLY FILL OUT THE FORM AND DELIVER TO HUMAN RESOURCES IN OUR CENTERVILLE OFFICE.