

Hogan's Continuing COVID-19 Response

NEWSLETTER HIGHLIGHTS

- **Pg. 2** – Meet Hogan's new Safety Assistant—John Routson
- **Pgs. 3-4** – Check out Hogan's recently won projects
- **Pgs. 4-6** – August was a big month with three exciting ribbon cuttings!
- **Pg. 7** – Christmas Gifts & Company Party
- **Pgs. 8-9** – Kudos to Hogan's steel crews and their amazing work!

Social Media

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



The COVID-19 pandemic continues to impact our industry and our projects in many ways, and case counts and hospitalization have risen in recent weeks. I commend our project leaders for the proactive and creative ways they are dealing with supply chain and other problems created by the pandemic.

The State of Utah has again revised its COVID-19 Business Manual. The new guidelines modify the requirements for *quarantine* (for people who are exposed, but aren't sick) and *isolation* (for people who are sick or have symptoms). Under these new guidelines, those who are fully vaccinated against COVID-19 do NOT need to quarantine if they are exposed to the virus. People who are exposed to the virus, but have not been vaccinated must *quarantine* for 10 days. They can test out of quarantine after 7 days with a negative COVID test. Note that the federally mandated paid time off due to COVID-related situations has expired, as has Hogan's additional paid time off policy, including for unvaccinated individuals who get sick and must *isolate*.

The change to the requirements for *quarantine* has a direct impact on productivity on our jobsites. It eliminates the risk of *quarantine* due to exposure for those who are vaccinated. Note, that there is still the risk of *isolation* if a person is exposed to COVID and then gets sick or shows symptoms, regardless of vaccination status. However, available vaccines have proven to be effective against the virus, both in reducing the risk of getting sick and in the severity of infection.

Hogan continues to emphasize the safety and well-being of our employees. For these reasons and to provide personal protection from severe infection, **we urge all employees to be fully vaccinated for COVID-19.** To this end, we have authorized paid time off to be vaccinated during work hours. Your supervisor must approve the specific time off. We have also authorized paid time off for vaccinated employees who are required by the local health department to *isolate* for COVID-19. For locations of vaccination clinics and additional details, contact Jared Morgan and the HR Department.

I want to comment on and clarify President Biden's recent executive order regarding mandatory vaccines. President Biden ordered that federal government employees and federal contractors (which Hogan is not) must be vaccinated or undergo weekly testing. However, with respect to private employers with 100-plus employees (which Hogan is), the order did not directly require such employers to implement vaccination (or weekly testing) programs. Rather, the executive order asks OSHA to issue a mandatory vaccination (or weekly testing) rule for workplaces with 100-plus employees. It will likely take OSHA weeks to issue a rule, and the actual format of the rule may or may not exactly follow President Biden's executive order. There will surely be heavy pressure (perhaps lawsuits) from industry organizations against such a heavy-handed mandate. So, for the moment, there is no change to Hogan's policy as a result of this executive order. We are monitoring this issue and will adjust our response as the situation continues to develop.

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Due to rising COVID-19 infection rates and our desire to limit risk to our employees and their families and to be a good corporate citizen, we have decided to cancel the company party this year. However, **to celebrate our successful projects and to recognize everyone's hard work during a very difficult construction season this year, we say "thank you" by declaring Friday, October 15, 2021 a company holiday, with paid time off per company policy.** For questions or additional details, contact Jared Morgan and the HR Department.

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



SAFETY SPEAKS



JOHN ROUTSON
SAFETY
ASSISTANT

As many of you know, John Routson was promoted in August 2021 to work in Hogan's safety department as a Safety Assistant. We want to thank Josh Murphy for all that he did while in this position.

John will handle the "day-to-day" safety efforts of the company. John issues and inspects fall protection equipment, performs site inspections, performs random drug testing, does hands-on safety training, tracks online safety training, and much more.

John started with Hogan on March 21, 2016, and he has been at the Brighton High School project with Kelly Hall since March 2019. While at Brighton, John was very involved in project's safety efforts.

John graduated Hogan's apprenticeship program in 2021 and speaks English and Spanish fluently. John will be a great addition to our safety department!



Paid Holidays

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:

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*)

ADDITIONAL DATES TO REMEMBER

Flu Shots

October 14th, 2021 from 3:30pm to 5:30pm

Flex Open Enrollment (2022)

An email will be sent to everyone on November 1, 2021. The window to sign up will be open from November 1, 2021 through December 17, 2021.

401(k) Open Enrollment

October 1, 2021 (for eligible employees)

"THANK YOU!" COMPANY HOLIDAY

Friday, October 15, 2021

Recently Won Projects



PARK CITY SCHOOL DISTRICT **PARK CITY HIGH SCHOOL ADDITION & REMODEL**

Hogan was recently selected as Park City School District's design-builder for the Park City High School addition.

The project includes a new CTE Community, two new Learning Centers, an expanded cafeteria and commons to accommodate the incorporation of the 9th grade into the high school. The estimated square footage is 128,100 SF.

Hogan is teamed with MHTN Architects as the designer, and the project is scheduled to finish in the Summer of 2024.

TEAM LEADS



DAVE ANDERSEN
Design-Build Director &
Pre-construction Director



JOHN COX
Project Director & Project
Manager



KELLY HALL
Superintendent



MELISSA HALL
Field Engineer

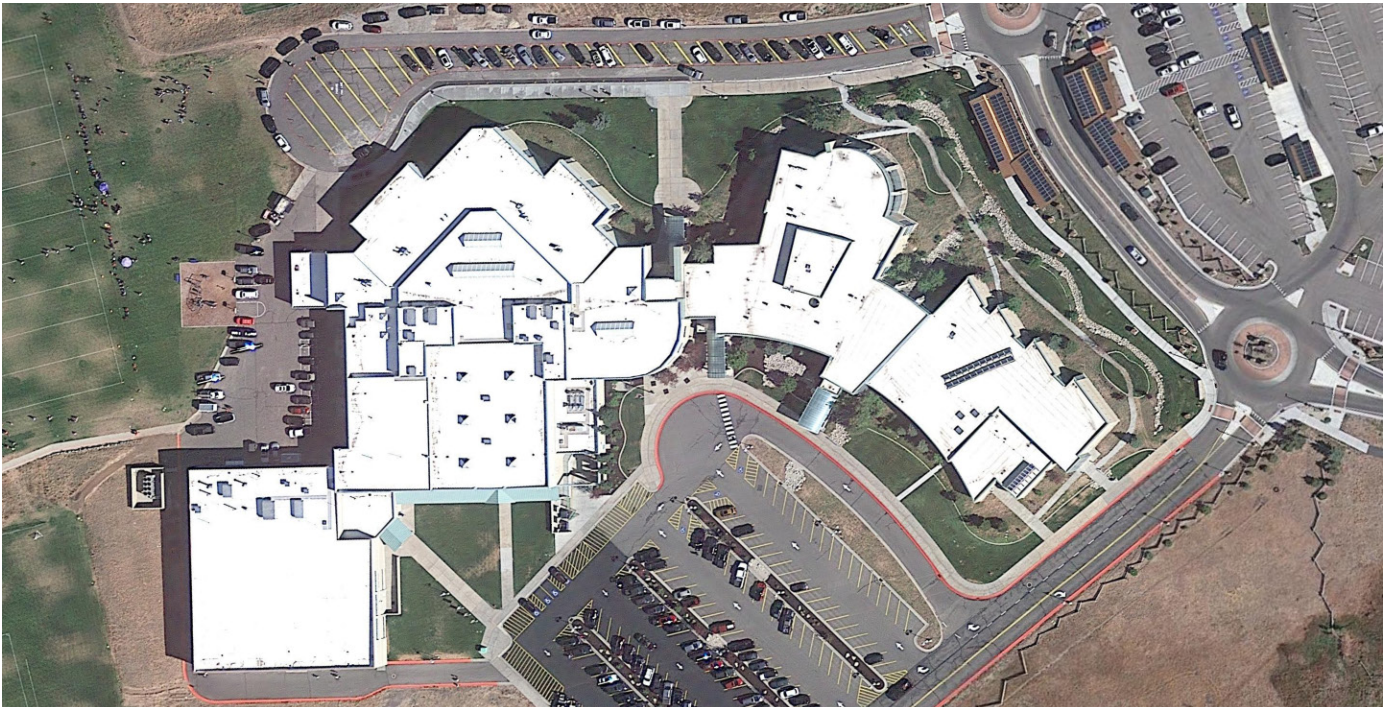


CARISSA MILLER
Project Engineer



**BRANDI
JOHNSON**
Project Assistant

Recently Won Projects



PARK CITY SCHOOL DISTRICT **ECKER HILLS MIDDLE SCHOOL EXPANSION**

Hogan was recently selected as Park City School District's design-builder for the Ecker Hills Middle School expansion.

The project will include a new CTE Community, two new Learning Centers, an expanded gymnasium and cafeteria to accommodate the incorporation of the 6th, 7th and 8th grades. The estimated gross square footage is 104,500.

Hogan is teamed with MHTN Architects as the designer, and the project is scheduled to finish in the Spring of 2024.

TEAM LEADS



DAVE ANDERSEN
Design-Build Director &
Pre-construction Director



JOHN COX
Project Director & Project
Manager



KRIS LYMAN
Superintendent



CARISSA MILLER
Project Engineer



**BRANDI
JOHNSON**
Project Assistant

Recently Won Projects



UTAH NATIONAL GUARD + STATE OF UTAH NEPHI READINESS CENTER

Hogan was recently awarded the new Nephi Readiness Center, which will be located on a 30-acre site next to the Nephi Regional Airport.

The approximately 54,300 SF facility is planned to feature a large assembly hall, offices, classrooms, conference rooms, locker/shower rooms with indoor/outdoor physical fitness spaces, and unheated personal and unit gear storage with armory vaults. The building will also include both limited and controlled access areas.

The project also has a number of alternates including:

- Commercial kitchen to serve 200 meals per shift
- Vehicle maintenance training bay
- Covered wash rack
- Parking areas' improvements
- Canopy for military equipment parking
- Ballistic glazing system
- Tubular daylighting devices
- Colored PVC jackets for piping

We will be working with Architectural Nexus, and the project is scheduled to be completed by March 2023.

TEAM LEADS



DENNIS FORBUSH
Project Director & Project Manager



MARK BLACKETT
Superintendent



BEN DEAN
Project Engineer



CHRIS MARCHANT
Project Assistant

Health & Wellness



Flex Open Enrollment

It's time to sign up for the flexible spending account for 2022. 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 2021 you were able to elect withholdings not to exceed \$2,750.00 annually. For 2022 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 selfcare, 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 2022. If you are interested in participating in the FSA, do the following:

1. An email will be sent to you on the morning of **November 1, 2021**, 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 **November 1, 2021**. The deadline to sign up is **December 17, 2021**.
2. Click on the email, and you will be directed to InfinityHR. The website is 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.



Health Reimbursements

\$50 Rx DEDUCTIBLE & \$50 Rx REIMBURSEMENT

Please be aware that there is a prescription deductible that renews each calendar year on 1/1/2022. 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, UT 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



Flu Shots

Hogan & Associates Construction will pay for flu shots for Hogan employees, spouses, and the dependents of Hogan employees on **Thursday, October 14, 2021, from 3:30–5:30 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:

1. Go to www.aetna.com
2. Click “Login,” if you haven’t registered, click on “Register”
3. Click on “Find Care & Pricing”
4. Add “Pharmacy” OR “Primary Care Physician” to the search button. Go to the nearest pharmacy OR Primary Care Physician to get your flu shot
5. You will be responsible for a \$15 co-pay when you get your flu shot. Bring the receipt to HR to get reimbursed.



Thank You, Associates!



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.

In the past, we have given our employees clothing, jackets, toolbags, etc., but due to supply chain issues, it is impossible to get these things in large quantities.

That said, we want to give everyone \$150.00 cash (ACH transfer or PayPal) **OR** you can choose to get a \$150.00 gift card (you get to choose from the gift cards listed).

On **Monday, November 22, 2021**, you will receive an email from Tremendous.com and you will get instructions on how to redeem your gift.

Look for it! Have fun with it!

GIFT CARDS

- Applebee's
- Sephora
- Starbucks
- Nordstrom
- Papa John's
- The Gap
- Columbia
- Chili's
- Foot Locker
- Staples
- Ulta
- Hulu
- Bed Bath & Beyond
- The Cheesecake Factory
- Overstock.com
- The Home Depot
- Ihop
- Best Buy
- Spotify
- Chipotle
- iTunes
- Walmart
- AMC
- Buffalo Wild Wings
- California Pizza Kitchen
- Hotels.com
- Old Navy
- Bath & Body Works
- American Eagle
- Southwest
- Domino's
- West Elm

- Adidas
- TGI Friday's
- Panera Bread
- Delta
- Outback Steak House
- Game Stop
- Zappos
- Banana Republic
- Lowe's
- Olive Garden
- Kroger
- Krispy Kream
- Pottery Barn
- Target
- REI
- Crate & Barrell
- Uber

THANK YOU COMPANY HOLIDAY

To celebrate our successful projects and to recognize everyone's hard work during a very difficult construction season this year, we say *"thank you"* by declaring **Friday, October 15, 2021 a company holiday, with paid time off per company policy.**

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"THANK YOU!" COMPANY HOLIDAY
Friday, October 15, 2021



Let's Talk About Production



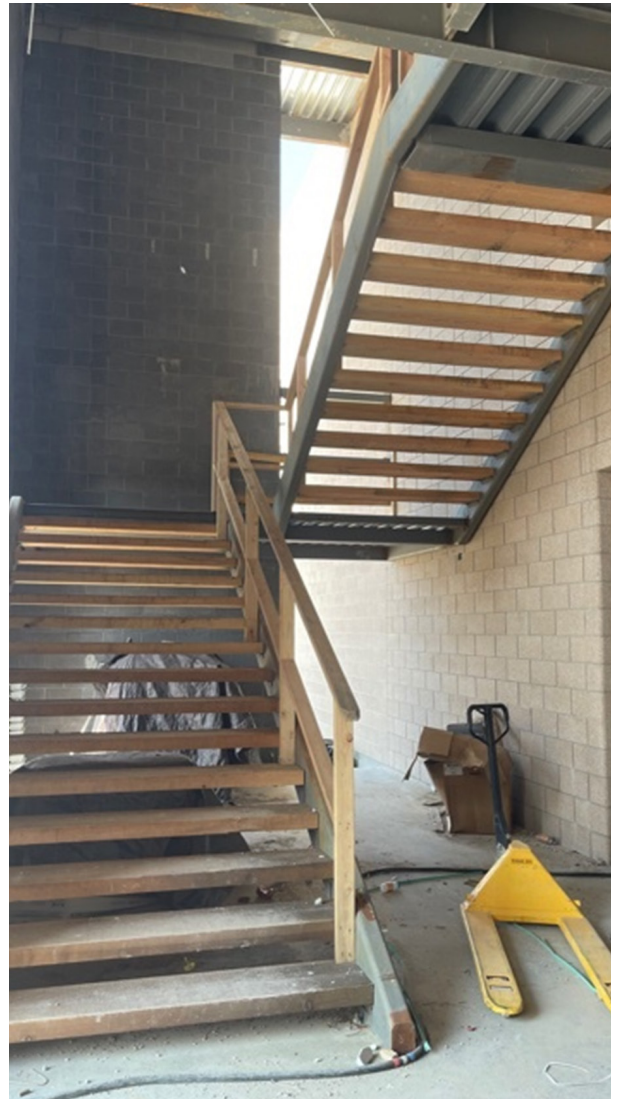
This quarter we feature our two steel crews in the newsletter. Below and to the right are great examples of Derrick Wade and his crew being efficient and productive.

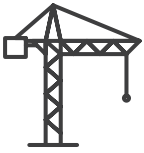
Derrick Wade and his crew have been erecting the structural steel at the BESD Golden Spike ES project located in Brigham City, Utah. Below and to the right are pictures of a classroom wing at that project. This wing is roughly 250 feet long by 90 feet wide.

On the 2nd floor, there are 105 I-beams and 20 bundles of decking. It only took Derrick Wade and his crew eight hours to set all of the steel on the 2nd floor with a total of 125 pieces of steel.

Then, it took Derrick's crew eight days to weld all the perimeter angle, throw out all the deck, set the stairs, deck the landing on the stairs, shoot studs on the beams, and weld the DBA's on the perimeter angle. For the roof, Derrick's crew set 120 joists and beams and 14 bundles of deck with the crane in eight and a half hours. They completed the roof in nine days. In total, they finished the entire classroom wing in roughly three weeks with a total of six employees. This is fantastic production!

Now, all this work was done in June in the middle of the summer. If you have ever had to lay down roof decking, you know that it is extremely difficult work. If it is 90 degrees outside, working on the roof decking in that temperature, it will seem like it is 100-105 degrees. Thank you Derrick and crew and keep up the amazing work! Be safe out there!





Hogan's Steel Erection Crews

We have two steel erection crews that are managed by Derrick Wade and Ethan Hirsbrunner. Derrick Wade and his crew are currently working at the BESD Golden Spike ES project and Ethan Hirsbrunner and his crew are all over the place (DC Memorial Courthouse, FSB Building Renovation, Millcreek Common Plaza and the DSD CTE Remodel).

Our steel erection crews are responsible for the erection of the columns, beams, joist, roof decking, setting the stairs, setting the landing on the stairs, perimeter angle, etc.

As you can imagine, this is very dangerous work. Our steel erection crews are trained on Working from Heights and Steel Erection annually. Working from Heights includes aerial work platforms, fall protection, scaffolding (user), and ladders and stairways. In addition, their harnesses and lanyards are inspected annually.

Thank you Derrick, Ethan and crews for your hard work and dedication!



From left to right: Jayson Tornbom (Hired: 2019), Alvaro Lopez (Hired: 1997), Derrick Wade (Hired: 2015), Jachin Jordan (Hired: 2020), Willy Nez (Hired: 2003), Rick Ewer (Originally hired: 2016)



From left to right: Jordan Shore (Hired: 2020), Haden Olson (Hired: 2019), Ethan Hirsbrunner (Originally hired: 2012), Brydon Graham (Hired: 2015), Grover Begay (Originally hired: 2002)

Rx Voucher

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



MAXIMUM VALUE
\$50.00

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: _____