

One Company – One Result

HIGHLIGHTS

- **Pg. 3** – Hogan won the Springville High Rebuild & Springville City Parks project—one of our largest to date
- **Pg. 7** – South Clearfield Elementary staff members dress up as Bob for Halloween
- **Pg. 9** – Weber and Park City School District's bonds passed
- **Pg. 10** – Davis School District constructs teen centers & the Dumke Arts Plaza opens
- **Pg. 12** – Six apprentices graduate

Social Media

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



A few weeks ago, we introduced *One Company - One Result*, and many have embraced this vision, which emphasizes the fact that, regardless of each of our positions or the project we work on, we are all part of the same company with the same goal and the same bottom line. It aligns our collective effort toward achieving success together. We have received positive feedback as this vision is understood and implemented.



Your partnership in this initiative is critical to delivering our shared goals. *One Company - One Result* will result in four things:

We're here to help!

- Greater personal satisfaction in the work we do,
- Build a stronger company culture that helps attract and retain the best talent, even in this challenging labor market (more qualified workers),
- Produce a healthy bottom line on every project, and
- Deliver the high level of service our customers have come to expect from Hogan.

This is the RESULT we strive for together, and it is worth the effort!

The motto of *One Company - One Result* is "[We're here to help!](#)" This phrase embodies the attitude of a project team focused on what is best for the project overall and will deliver the desired RESULT.

Undoubtedly, *One Company - One Result* and *We're here to help!* will take concerted personal effort—from everyone—[along with a healthy measure of patience and respect.](#) But the result will be worth every effort. I encourage each of us individually, and all of us collectively, to think about and implement this initiative and adopt this motto on every project and in all the work we do.

Reminder about Hogan's Continuing COVID-19 Response

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, including getting the booster.](#)** 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.

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



SAFETY SPEAKS

If a field employee completes each quarter's safety handbook reading assignments and associated quizzes PLUS the required training coursework by the last day of each quarter, he or she will receive \$100 for that quarter. That's **\$400** for the year if everything is complete each quarter.

One complaint that we hear a lot is, employees have a very hard time knowing what safety handbook reading assignments and training coursework they have completed each quarter.

Beginning the first week of January 2022, we have added a "progress bar" or a "course status" bar at the bottom of each training or safety handbook reading assignment. The images on the right are what they will look like. When something is complete for the quarter, the course status bar will show 100%. We hope that this fix will eliminate a lot of confusion.

We are excited about other upgrades and improvements to Hogan University which will be rolled out the first week of January 2022. Thank you all and stay safe!

QUARTER ONE COURSES ARE:

JANUARY



Equal Employment Opportunity & Affirmative Action—Working together to stop discrimination, prevent harassment and retaliation, and accommodate disabilities

0%

COURSE STATUS

FEBRUARY



How to keep a two-ton beam from becoming your worst day on the job ever.

IF PART OF YOUR "MY TRAINING" PAGE, THIS COURSE IS MANDATORY FOR CONTINUED EMPLOYMENT.

0%

COURSE STATUS

MARCH



0%

COURSE STATUS

QUARTER ONE READINGS ARE:

JANUARY

- INTRODUCTION
- SAFETY TEAM
- BACK SAFETY

FEBRUARY

- COMMERCIAL DRIVER DRUG & ALCOHOL USE

MARCH

- DRUG & ALCOHOL-FREE WORK PLACE
- INDIVIDUAL SAFETY INCENTIVES
- MANAGEMENT MEETINGS & COMMUNICATIONS

JANUARY



50%

COURSE STATUS

FEBRUARY



0%

COURSE STATUS

MARCH



0%

COURSE STATUS



0%

COURSE STATUS



0%

COURSE STATUS



0%

COURSE STATUS



0%

COURSE STATUS



RECENTLY WON projects



Nebo School District SPRINGVILLE HIGH SCHOOL REBUILD

Nebo School District selected Hogan as CM/GC for the 360,000 SF Springville High School rebuild. The two-story school will feature a media center, CTE shops and classrooms, and additional standard high school amenities.

This project also includes constructing a new Springville City Park. The park will feature athletic facilities, including a baseball and softball field and six pickleball courts, plus a trail running the length of the property. In addition, the park will have two playgrounds and a pavilion.

Hogan is excited to undertake this massive, multi-phase project. We are working with KMA Architects as the design team, and the project is expected to be completed by June 2026.

Team Leads



DAVE ANDERSEN
Sr. Project Manager



GEORGE DICKSON
Project Manager



STEVE SPENCER
Superintendent



MARK BLACKETT
Finishes Superintendent



AARON GURNEY
Lead Foreman



MICHELLE FAULK
Project Engineer



JENNIFER WILHELM
Project Assistant



North Davis Fire District FIRE STATION 42

Hogan, as CM/GC, is working with the North Davis Fire District to build the new 17,000 SF Fire Station 42. The facility will feature the following:

- Four drive-through apparatus bays and support spaces
- Living quarters for 10 full-time firefighters and EMS staff
- Physical fitness and professional training spaces
- Administrative offices
- Public lobby

We're working with Blalock & Partners as the architect, and the project is anticipated to be completed by June 2023.

Team Leads



DENNIS FORBUSH
Project Director



SCOTT BRYNER
Project Manager



SEAN KELLER
Superintendent



JOANIE SLATTER
Project Engineer



LYNDZY STOLTZ
Project Assistant

Weber School District WEST HAVEN JR. HIGH SCHOOL

Hogan was awarded the West Haven Jr. High School due to our experience on the successfully completed Roy Jr. High School. We will serve as CM/GC to complete this \$47.5M Jr. High.

Hogan's excited to work with Weber again on a facility similar to Roy Jr. The new school will be an ICF-hybrid, utilizing ICF on the exterior and masonry on the interior.

We'll be working with Design West Architects, and the project's expected completion is August 2024.

Team Leads



DAVE ANDERSEN
Project Director



ROB BIRCH
Project Manager



DEVIN BOYCE
Superintendent



JOANIE SLATTER
Project Engineer



JENNIFER WILHELM
Project Assistant





Provo City School District WASATCH ELEMENTARY REBUILD

Provo City School District recently selected Hogan as CM/GC for the \$28M Wasatch Elementary School rebuild.

The new school will be 80,000 SF spread across three levels. Additionally, the scope of work includes 12-acres of site work.

We'll work with FFKR Architects as the designer. Construction is expected to commence in May 2022, with an anticipated completion date of August 2023.

Team Leads



DAVE ANDERSEN
Project Director



GEORGE DICKSON
Project Manager



GREG BUTCHER
Superintendent



MICHELLE FAULK
Project Engineer



JENNIFER WILHELM
Project Assistant



Harrington Center for the Arts HISTORIC BUILDING RENOVATION & NEW STUDIO THEATER

The Harrington Center for the Arts selected Hogan as CM/GC to restore the historic Harrington School and construct a new, adjacent studio theater.

The project includes rehabilitating the historic structure, which was built in 1903. Additionally, we will construct a two-story studio theater that will accommodate 200 people.

We're working through pre-construction with VCBO Architecture, and pending funding, construction is scheduled to start in Spring 2022.

Team Leads



DAVE ANDERSEN
Project Manager



RYAN GREENFIELD
Historic Building Superintendent



VAL BATES
Performing Arts Superintendent



MICHELLE FAULK
Project Engineer



JENNIFER WILHELM
Project Assistant



State of Utah

UTAH CO. COMMUNITY CORRECTIONS CENTER

Hogan was recently the low bidder on the Utah Department of Correction's Community Corrections Center renovation in Orem.

The \$11.9M project includes creating a center to house up to 82 male parolees and other them treatment and services as they transition back into the community.

We're working with ajc architects as the designer, and the anticipated completion date is October 2022.

Team Leads



SCOTT CHRISTIANSEN
Sr. Project Manager



DAVE STEWART
Project Manager



JOHN SHEPHERD
Superintendent



HAILEE HORNE
Project Engineer



MAURICIA MORTENSEN
Project Assistant



American Heritage School

SALT LAKE CAMPUS RENOVATION

Hogan, as CM/GC, is working with the American Heritage School to convert an existing church building into a K-8 school. The project scope is in flux but primarily includes updating the mechanical, electrical, and fire safety systems to meet code.

Additionally, we will be adding restrooms, new lights, increasing the network and Wi-Fi capabilities, and updating the communications and door access/security systems.

We're working with Curtis Miner Architecture as the designer, and the project is anticipated to be completed by August 2022.

Team Leads



DAVE ANDERSEN
Project Director



DAVE STEWART
Project Manager



SAM ROBERTS
Superintendent



HAILEE HORNE
Project Engineer



MAURICIA MORTENSEN
Project Assistant



HOGAN'S service project

Nebo School District Food Pantry

As many of you know, Hogan organized a company-wide service project to help families in need. The Nebo School District food pantry is in need of the following items. The following items will directly benefit students in the Nebo School District that are in need.

We started the service project on Monday, November 29, 2021 and it will end on Monday, January 3, 2022. We encourage employees and subcontractors to donate the following items in support of this good cause. Bring the items below to your jobsite trailer OR to the office in Centerville. We will collect these items the week of Monday, January 3, 2022 to Friday, January 7, 2022.

- Hygiene supplies (shampoo, toothpaste, soap, toothbrushes, conditioner, deodorant)
- New underwear (for elementary aged kids)
- New socks (for elementary aged kids)
- Shoes (gently used or new)
- Coats (gently used or new)



CAN BOB BUILD IT?

Yes, he can!

Staff at the recently completed South Clearfield Elementary School honored one of our star superintendents, Bob Bennion, by dressing up as him for Halloween. We're so thrilled they've loved working with Bob and are enjoying their new school!

South Clearfield Elementary School is more than a school. In the former school, three classrooms were unused, and only 350 students attended. But the rebuilt gem houses 700 students, provides school breakfasts for 200 children each morning, and can serve up to 1,000 students. The Davis School District has created a school and community-focused center that supports students and their parents.

Hogan is proud to construct facilities that support communities. Thank you, Bob, and the South Clearfield team for delivering a stellar new school!



HEALTHCARE

preventative screenings

If you or one of your dependents get 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.

As many of you know, all wellness participants must complete 30 health promotion activity points each quarter. If you get a preventative exam, you will get credit for the full 30 points!



Taylor High School Rendering

WEBER & PARK CITY SCHOOL DISTRICT'S **bonds passed**

Hogan is thrilled to announce that Weber School District passed their \$279M bond and Park City School District passed their \$79M bond!

This means that three of Weber's four bond projects awarded to Hogan—the new High School in Taylor, the new junior high school in West Haven, and the Roosevelt Elementary School rebuild—will move forward.

Additionally, Hogan was awarded two of Park City's three bond projects—the new Park City High School Addition and the Ecker Hill Middle School Addition and Renovations, which will also move ahead.



FINANCIALS

401(k) limits & W-2s

2022 401(K) LIMITS

Employee 401(k) contributions for the plan year 2022 will increase to \$20,500, and the catch-up amount if you're 50 or older stays flat at \$6,500. If you want to adjust what you are contributing to your 401(k), do the following.

1. Go to www.netbenefits.com
2. Add your username and password. If you don't have an account, click on "Register as a new user."
3. Click on "View Summary."
4. Click on "Contributions."
5. Click on "Contribution Amount."
6. At this point, make the changes with your employee contributions and click on "Change Contribution Amount."

2021 W-2s

Hogan has until January 31, 2022, to issue W-2's for 2021. 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.



DAVIS SCHOOL DISTRICT teen centers

Davis School District is leading the charge in creating teen centers to support youth who are considered homeless. Davis has 1,100 students considered homeless and is creating centers at Renaissance Academy, Layton, Northridge, and Mountain High Schools. To support this effort, Hogan is donating a substantial amount of time and labor. Hogan strongly supports the good the district is doing, which we show by frequently donating to their educational foundation and providing them with the best value schools.

Hogan is building four Teen Centers for Davis School District: Northridge High, Layton High, Mountain High, Renaissance Academy

George Dickson & Devin Boyce are running the projects.

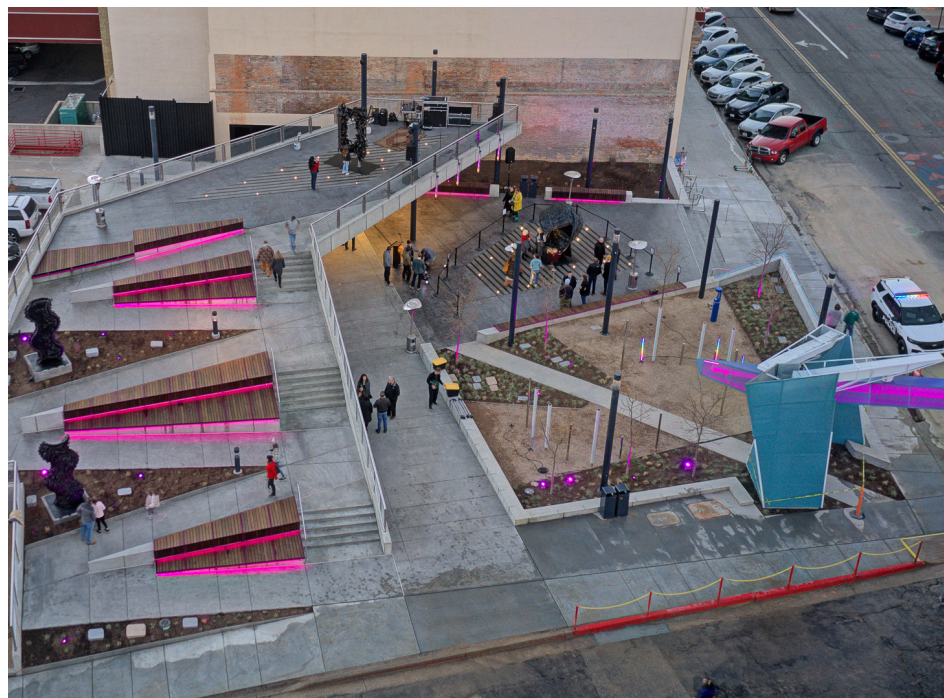
The teen centers will give students, who are considered homeless, an opportunity to schedule two-hour blocks of time as frequently as possible, to shower, do laundry, and access a computer. Additionally, the district is tying these teen centers to the food pantries at the four previously mentioned schools, which will provide students with food and other supplies. Hogan is proud to support Davis School District to help their students receive an education and secure gainful employment to break the poverty cycle.

RIBBON CUTTING

Dumke Arts Plaza

On Friday, December 3, Ogden City officially opened the Dumke Arts Plaza!

Like many of Hogan's projects, the Dumke Arts Plaza acts as a beacon for downtown Ogden, featuring the Beacon sculpture extending over 25th Street. To create this spectacular space, we placed nearly 700 cubic yards of concrete and saved the city \$300,000, which they reinvested into the project!





2022

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 2022!

TENURE AMOUNT AWARD		
TENURE	AMOUNT	AWARD
20 years	\$ 2,500	Travel credit or cash, plus an additional week of paid vacation*
15 years	\$ 1,500	} Gift card or cash
10 years	\$ 1,000	
5 years	\$ 500	

*After 20 years of service, employees will receive an additional week of paid vacation. And for every five years thereafter, employees will receive an additional \$500 travel credit or cash.

Please note, these changes are effective January 1, 2022 and are not retroactive.

35 YEARS

AARON GURNEY

30 YEARS

JUSTIN FORBUSH

25 YEARS

ALVARO LOPEZ

MARK WARR

GAYLEN FAWSON

KELLIE MUNOZ

20 YEARS

JARED MORGAN

FRANCISCO CRUZ

RYAN GREENFIELD

15 YEARS

TRAVIS MORGAN

HANS GRANADOS

EVERARDO
HERNANDEZ

GREGORY BUTCHER

STEPHEN SPENCER

10 YEARS

BENJAMIN MUNOZ

KRIS LYMAN

JOSE GARCIA

KEN GRIFFITH

LARRY STECK

TIMOTHY ELLIS

ETHAN
HIRSBRUNNER

TYLER OLIVER

SCOTT BRYNER

5 YEARS

JASON RENCHER

JOSE DELGADO

MICHAEL JOHNSON

TAYLOR CROCKETT

OSCAR SANCHEZ

BRANDON LEE

TANNER ROSS

BRANDON WRIGHT

RYDER REYNOLDS

THOMAS CAULEY

ANTOINE CABLETON

JOSHUA MURPHY

APPRENTICESHIP

graduation banquet



(L-R) John Routson, Thomas Willis, Fletcher Schiefelbein, DeAngelo Holland, Antoine Cableton.
Not shown, Julius Daveport who was unable to attend the banquet.

Congratulations to our employees who graduated the apprenticeship program on Tuesday, December 7, 2021.

The banquet was held at Archibald's Restaurant at Gardner Village and our employees were presented with their certificates from the Department of Labor and the Associated General Contractors.

If you are interested in joining Hogan's apprenticeship program (Builder's program OR Operator's program), contact HR.



SAFETY

superintendents of the year

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

- BOB **BENNION**
- CHAD **CLOWARD**
- GAYLEN **FAWSON**
- GIL **GRASER**
- KELLY **HALL**
- CAM **KROEGER**
- KRIS **LYMAN**
- BRET **MORGAN**
- KELLIE **MUNOZ**
- JOHN **SHEPHERD**
- TRENT **SWEETEN**
- MARK **WARR**
- DAVE **WILDE**

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

- Daily Production & Safety meetings
- Weekly subcontractor safety meetings
- Weekly site inspections
- Daily logs