

Continuing One Company – One Result

Highlights

- **Pg. 2** – Hogan received a platinum safety award from AGC of Utah
- **Pg. 5** – Congrats to our apprenticeship grads!
- **Pg. 7** – English as a Second Language classes
- **Pg. 8** – Four employee promotions—congratulations!
- **Pg. 8** – Hogan’s EMR has dropped to .61—thank you for working safely!
- **Pg. 10** – Eagle Mountain Fire Station #251 groundbreaking

Social Media

Check us out and “like us”!



I recently came across a quote from Helen Keller, the deaf and blind woman who overcame tremendous adversity as a young child to become a world-renowned and respected author, educator, disability rights advocate, political activist and lecturer. She said:

“Alone we can do so little. Together we can do so much.”

Her statement expresses an important part of the **One Company - One Result** vision rolled out at the end of last year. With the recent organizational changes taking place here at Hogan, some of you may be wondering how this vision works now. The **One Company** part of the vision applies across the entire Hogan organization, much like the USA is “one country” made up of individual states. Even though the states are different entities, with different people, different skills and resources, and different leaders, all the states fall under a single umbrella with a united identity and national pride. So is the Hogan organization, with multiple subsidiary entities each with different people, different skills and resources, and different leaders, all under a single umbrella with a united identity and company pride.



We're here to help!

The **One Result** part of the vision remains the same. *One Company - One Result* will do the following:

- Yield 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 superior customer service to our clients.

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

As we continue to grow as a company, our self-performed work capability remains a critical element of our strategy for success. This capability sets us apart from our competitors and helps us win more work and create more

success. Our strong company culture says, “We are builders”, not brokers and mere paper-pushers. The owners of our projects, our customers, appreciate our ability to drive the project schedule and the quality of construction. Our reputation is that we take care of our customers.

Remember 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 and will deliver the desired RESULT.

I ask each of us individually, and all of us collectively, to think about and implement this vision and adopt this motto on every project and in all the work we do.

I appreciate every one of you and your personal effort to make each project a success. I am proud of the difference this company makes in the communities where we work. As always, **thank you for being productive, working safe and working smart!** And please remember “**We’re here to help!**”

PLATINUM AWARD FROM **AGC of Utah**

On Thursday, 4/28/2022, **Hogan & Associates Construction** was recognized at the **AGC of Utah safety awards banquet at the Little America Hotel**. Hogan was evaluated against our competitors, national averages, and industry standard statistical measurements.

We were given the Platinum award. The different award levels are bronze, silver, gold, platinum, and diamond.

In addition to the award levels, applicants may be awarded up to five stars by meeting certain criteria. Below are the “star levels” and the number of stars Hogan received in each:

- Leadership & Corporate Commitment to Safety
- Record Keeping & Inspections 📌
- Safety Climate 📌
- Planning for Safety ★
- Safety Training ★

This is an award that we will continue to seek and our goal in 2023 is diamond with five stars.



SAFETY speaks



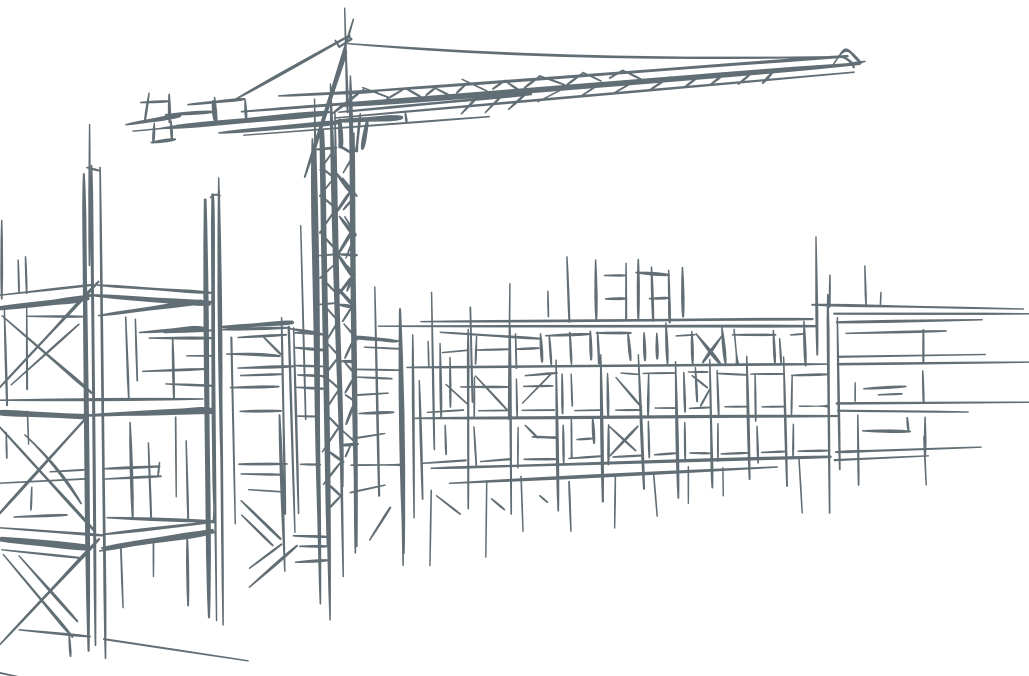
NEW PROGRAM WITH HI-VIZ SHIRTS AND VESTS

Starting 7/1/2022, we are going to adjust how we distribute hi-viz shirts and vests to employees.

As of 7/1/2022, we are going to give every field employee one hi-viz vest and three hi-viz shirts (short or long sleeve). Hopefully this will get everyone through the end of 2022. Once the vests and shirts are distributed, if a field employee needs another shirt in 2022 for example, the cost of the shirt will be deducted from his/her paycheck over four pay periods.

Starting 1/1/2023 and every year thereafter, employees will be given once a year two hi-viz vests and six hi-viz shirts (short or long sleeve). If an employee needs additional hi-viz shirts in 2023, the cost of the shirt will be deducted from his/her paycheck over four pay periods.

The details of this program were emailed in May to all field employees.



DID YOU know...

Hogan currently has 28 Project Superintendents?

The average tenure of our Superintendents is 15 years. We encourage everyone who wants to advance their career to talk to their superintendent and learn from him or her as their mentor.



RECENTLY WON projects



Unified Fire Service Area STATION #251 EAGLE MOUNTAIN

Hogan is working with ajc architects and the Unified Fire Authority to construct a one-story, 12,300 SF fire station in Eagle Mountain.

The \$6.5M station will feature two bays, living quarters, and a training mezzanine with a manhole firefighters can repel into and door and window openings in various sizes used for training purposes.

Anticipated completion: April 2023

Project Team

SCOTT CHRISTIANSEN
Project Manager

RYAN LAPP
Superintendent

HAILEE HORNE
Project Engineer

COURTNEY ADAMSON
Project Assistant

RICK SANDBERG
Lead Estimator

North Summit Rec. & Summit Co. SPORTS COMPLEX & FAIRGROUNDS MULTIPURPOSE FIELD

North Summit Recreation District and Summit County selected Hogan as their CM/GC to construct the Beacon Hill outdoor sports complex and fairgrounds multipurpose fields.

We are working with blu line design, and the recreational facilities will include two softball fields, a soccer field, pickleball and basketball courts.

Anticipated completion: June 2023



Project Team

TYLER HOFFMAN
Project Manager

CHASE STRONG
Self-Performed Work Manager

LYNDZY STOLTZ
Project Engineer

EMILY ISOM
Project Assistant

ROSS COX
Lead Estimator



Alpine School District NEW ELEMENTARY SCHOOL IN EAGLE MOUNTAIN

Hogan is working with KMA Architects and Alpine School District to construct a new roughly 80,000 SF elementary school in Eagle Mountain.

The building will be a one-story masonry structure, and this is the first elementary school Hogan’s based on this prototype design by KMA.

Anticipated completion: August 2023

Project Team

JOHN COX
Project Manager

KRIS LYMAN
Superintendent

CARISSA MILLER
Project Engineer

BRANDI JOHNSON
Project Assistant

JESSICA DAHL
Lead Estimator

APPRENTICESHIP program

Hogan & Associates Construction is committed to the success of its apprentices—demonstrated over the past years by the company’s active and personal involvement with each apprentice. If you are interested in joining Hogan’s apprenticeship program, or want to know more about it, contact Jared Morgan.

Congratulations to the following employees who will graduate from the apprenticeship program in 2022. The graduation banquet will be held in December 2022 and details will be coming soon.



Diego Ortiz

HIRE DATE: 6/8/2017



Ty Stark

HIRE DATE: 8/26/2019



Justin Walters

HIRE DATE: 6/13/2018



Ray Hale

HIRE DATE: 4/12/2019

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ENGLISH AS A SECOND LANGUAGE classes

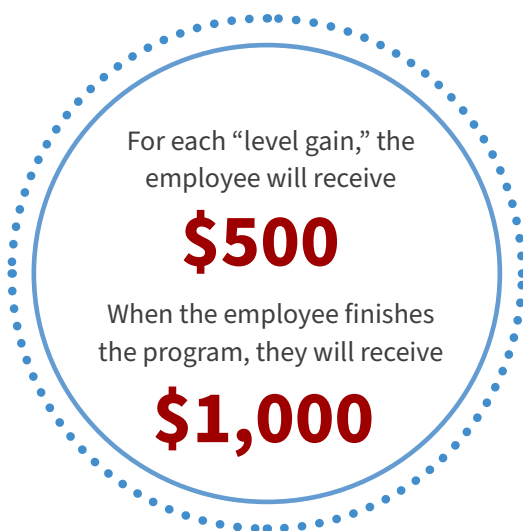
Starting August 2022, we are partnering with Granite Peaks to offer English classes to those Hogan employees who want to learn English.

Upon signing up for the class, students will be required to take a placement test to determine their understanding of the English language and math. These are nationally standardized tests and are required by the State of Utah for Granite Peaks to provide services.

There are six levels, one being the lowest and six being the highest. At the end of each class, a post test will be given to students to determine what they refer to as a “level gain.” Certificates will be made available to students who achieve “level gains.” Once a student tests at a 6+ level, they recommend they move to higher education to continue their language studies.

HOGAN INCENTIVE

We think this is a great opportunity for our non-English speaking employees to learn English. Therefore, we want to incentivize them to attend English classes at Granite Peaks.



If you are interested or have any questions, contact Laurie Orchard at the office or via phone at 801.450.5911.

WHEN

Monday – Thursday 6–8:30 pm for six weeks; no classes during the summer, and they start August 22, 2022.

COST

\$25 for a six week class (employee will pay \$5.00 and Hogan will pay the rest).

WHERE

Granite Peaks: 501 East 3900 South, Salt Lake City, UT 84107 385.646.5447 | **Online courses are also available**

HOW TO REGISTER

Granite Peaks is now offering online registration for new students who are wanting to join the program.

To register, click: <https://forms.gle/YLbGNLbnCCUBeMAu6>

– If you click on this link, you will get a message that says “due to the volume of registrations we have received, we are temporarily not taking registration forms.” In late July or early August, Granite Peaks will be re-open registration, so you can register.

You will then receive a follow-up phone call from Granite Peaks within 48 business hours to go over more information about class placement, testing and more.

Registration needs to be completed by August 8, 2022

Below is a list of what to bring when you go in for registration and testing.

- Proof of Utah Residency (such as a Utah ID or Utah Driver’s License, or a bill/mail indicating the individual has a Utah address)
- Photo Identification
- Social Security Number, Alien ID or Driving Privilege Card
- If you are a refugee, bring proof of Refugee Status (such as an I-94 or Green Card)
- If you have been referred by DWS, bring your DWS referral form
- Bring the Promise of Payment form; you can get this form from Laurie Orchard at the office

EMPLOYEE

promotions

Hogan is proud to announce that the following employees have been promoted. Congratulations and thank you for all of your hard work and dedication to help make Hogan a success!



George Dickson

PROJECT MANAGER

17 years with Hogan



Dave Stewart

PROJECT MANAGER

1 year with Hogan



Carissa Miller

ASSISTANT PROJECT MANAGER

13 years with Hogan



Ben Dean

ASSISTANT PROJECT MANAGER

4 years with Hogan

REFERRAL

program

\$800 REFERRAL BONUS

If a Hogan employee refers a qualified employment candidate and he or she is hired, the referring employee will receive \$100 within two weeks of the referral signing on with Hogan. The referring employee will also receive an additional \$700 when the new-hire hits his or her 90-day employment mark.

SIGNING BONUS – UP TO \$1,000 HIRING BONUS

Any new employee will get \$250 at their 30-day mark. At 60 days, they will get another \$250 and at 90 days, new hires will get \$500.

HOGAN'S EMR



As of 7/1/2022, Hogan's Experience Modification Rating (EMR) is going from 0.73 to 0.61. The construction industry average is 1.0. Kind of like a credit score, the EMR is used to adjust workers' compensation insurance premiums. The lower the EMR, the more we save on insurance.

EVERYONE should be very proud of this great accomplishment! A lot of other contractors talk about what a great EMR they have, but none of them self-perform as much work as we do. For the amount of work that we self-perform, having an EMR of 0.61 is a huge accomplishment. Because of these savings, we are able to fund the safety incentives we provide for our field employees.

*You didn't know you needed it,
but now that it's here you're
wondering
how you ever got along without it.*

INTRODUCING the Hogan Company Store



For some time now, we have been working on a company store, where you can easily order product and have it delivered to you at your project OR have it mailed to the address that we have on file.

For our field employees, this eliminates the need to come to the office to get hi-viz shirts or vests, gloves, safety glasses, hard hats, etc. Now, you can visit the company store in Hogan University, and order what you need.

You'll currently see a lot of free PPE in the company store. In addition, you'll see items that aren't free and if purchased, the total cost of the product will be deducted from your check over four pay periods.

Also, we get many requests from our Project Managers and Project Superintendents for hard hats or hi-viz for visitors and guests. Our PM's and Superintendents can now go to the company store and order hard hats or hi-viz for their visitors or guests.

With the next phase of the company store, we are going to introduce tools that our employees can purchase.

We hope that the company store will be a nice addition to Hogan University and make it easier for our employees to get the stuff that they need without having to stop by the office before or after work.

TO ACCESS HOGAN UNIVERSITY, DO THE FOLLOWING

1. Go to www.hoganconstruction.com.
2. On the right under "Employee Portal," click on "Hogan University."
3. Add your username and password. If you don't have your username and password, talk with Laurie Orchard.
4. On the right of the HU homepage, click on "Company Store."



FIRE STATION #251

groundbreaking

Hogan & Associates Construction specializes in public safety projects! The Unified Fire Authority, Eagle Mountain City, Construction Control Corporation, ajc architects, and Hogan recently held the official groundbreaking for the new UFA Fire Station 251!

To celebrate, the city council used gold-painted pulaskis—the versatile hand tool used in wildland firefighting consisting of an ax and an adze—instead of shovels to move the ceremonial dirt. We are proud to build for the largest fire agency in Utah!

IMPORTANT

dates



- **Thursday, June 30, 2022:** Deadline for the quarterly safety incentives (for all field employees) and deadline for the field leadership quarterly safety incentives (for all Project Superintendents, Foreman, Team Managers, Team Leaders)
- **Friday, July 1, 2022:** 401(k) Open Enrollment (for eligible employees)
- **Monday, July 4, 2022:** Independence Day (Hogan will observe this holiday)
- **Monday, August 8, 2022:** Registration for ESL classes
- **Monday, August 15, 2022:** Level 1 classes begin (Builder's program)
- **Tuesday, August 16, 2022:** Level 2 classes begin (Builder's program)
- **Monday, August 22, 2022:** ESL classes begin