

## Why do we do what we do?

### Highlights

- **Pg. 3** – Hogan's company party is back!
- **Pg. 4** – We've recently been awarded more than \$200 million in work!
- **Pg. 7** – Project Highlight—American Heritage School Renovation
- **Pg. 10** – Northridge High Teen Center opens and annual service project
- **Pg. 12** – Thank you to Hogan's yard crew!
- **Pg. 14** – It's time to select your Christmas gift.

### Social Media

Check us out and "like us"!



At a recent Associated General Contractors of America convention, the opening general session featured a poem (**see the next page**) written by Eric Borden, a self-described "blue collar worker" and heavy equipment operator in Kansas City, Missouri. The poem received a standing ovation from the capacity crowd.

The author said he was inspired to write the poem after overhearing someone make a derogatory remark about a person not going to college by saying, "well, the world needs ditch diggers, too."

I tip my hat to all the 'ditch diggers' out there and to all those who support them. Without us, proud to be 'blue collar' and work with our hands; without you—your skills, your smarts, your sweat, your heart—this world would soon stop functioning and fall into shambles.

This poem illustrates something I've been thinking about lately. *Why do we do what we do?* What is our purpose? This is not an easy path we have chosen. In fact, often it's really hard! So why do we keep doing it, day after day, week after week? Let me share a couple of thoughts that keep me "digging ditches."

1. I know that the work we do here in the Hogan organization directly contributes to society and makes people's lives better, especially children and families. Our work of building schools, parks, fire stations, hospitals, clinics, hotels, libraries, and rec. centers, etc., has a direct impact on the quality of our communities and the people around us.
2. As of this week, Hogan has 223 employees. Every one of you has people around you that you love and support with the livelihood that the Hogan organization provides to you.

These two thoughts give me a deeper purpose and keep me 'digging ditches' even when the digging is difficult. When you find yourself digging in a particularly difficult ditch, *remember the importance of what you do and how it helps others!* 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. As always, **thank you for being productive, working safe, and working smart!** And please remember, **"We're here to help!"**

A handwritten signature in black ink that reads "Chris".

## THE DITCH DIGGERS

by Eric Borden

You say the world needs ditch diggers  
And that statement is true enough  
But if you're saying it because you think you're  
better than us  
Then I've got a grudge  
You see we're every creed and color  
We are women, and we are men  
We fall into what society calls 'blue collar'  
And we are proud to wear that brand  
Our hardhats are our resume  
Tattooed with stickers, a timeline of who we are  
And where we've been,  
And what we've been through  
With our machines, our skills, our hands.  
You see everyone is built to do something,

And we're built to build this world  
We're doing what we dreamt of doing,  
Since we were little boys and girls  
So when you're heading down that road  
And you see that operator, cutting grade on that  
big machine  
And that ironworker cutting, welding and shaping  
those skeletons of steel  
And those laborers and carpenters getting ready  
for that big pour  
To take that bridge you're traveling across from  
three lanes to four  
The reason why we do what we do,  
What's too complex for passersby to figure  
So I ask them to ask themselves, how does it all  
get done, how does the world get bigger?  
Well the irony is, it rests on the shoulders of all  
the ditch diggers.

## ESL (ENGLISH AS A SECOND LANGUAGE) classes

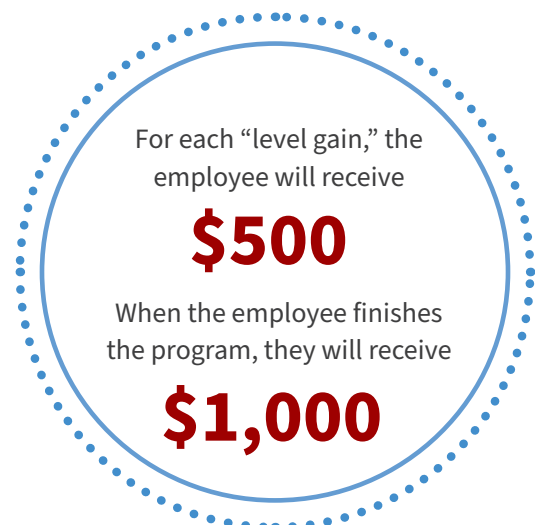
There has been a lot of interest in the ESL classes offered at Granite Peaks. The registration for session 2 opens on 10/10/2022 and classes begin on 10/24/2022. Session 2 will go from 10/24/2022 to 12/16/2022. These are firm deadlines so if you miss the registration date, you will have to wait until the next session begins.

It's recommended that you register sooner than later as the classes for the previous session filled up completely. After you do the online registration, someone will contact you within 48 hours to schedule an appointment for your placement test.

- **Session 2 registration opens October 10, 2022**
  - Classes begin October 24, 2022
- **Session 3 registration opens December 12, 2022**
  - Classes begin January 9, 2023
- **Session 4 registration opens February 27, 2023**
  - Classes begin March 6, 2023
- **Session 5 registration opens April 24, 2023**
  - Classes begin May 1, 2023

### 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. **Below is a summary of Hogan's incentive.**



## SAFETY speaks



### NEW PROGRAM WITH HI-VIZ SHIRTS AND VESTS

As mentioned in the previous newsletter, starting January 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 sleeves). If an employee needs additional hi-viz shirts or vests in 2023, the cost of the shirts or vests will be deducted from their paycheck over four pay periods.

To order the hi-viz vests/shirts, our field employees need to do the following **NO LATER THAN FRIDAY, OCTOBER 14, 2022.**

1. Go to [www.hoganconstruction.com](http://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, contact Laurie Orchard (801.450.5911).
4. Once logged in, on the right, click on “Company Store.”
5. Once in the Company Store, employees need to look for “2023 Yearly Vest/Shirt Allotment,” and they need to make their order.



# HOGAN COMPANY PARTY

## LET'S party

After two long years, Hogan’s company party is back!

### WHEN & WHERE

Friday, Oct. 7, 2022 from 5–9 pm at Brighton High School  
(2220 Bengal Blvd, Cottonwood Heights, UT 84121)

### WHO

Hogan Employees & Families

### WHAT

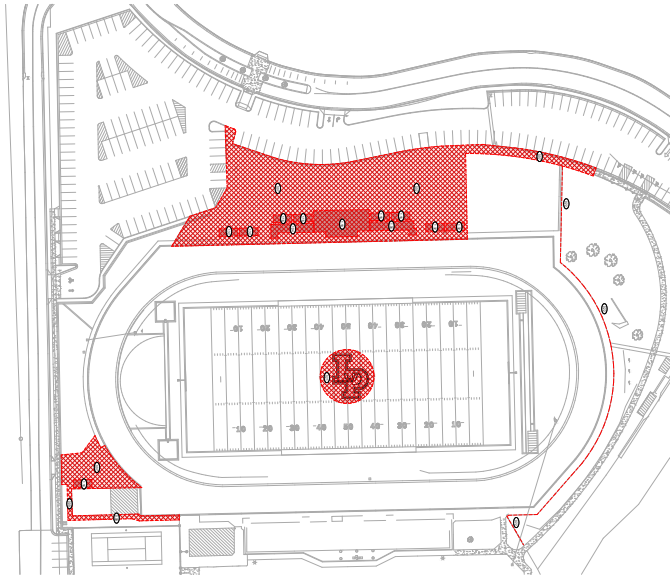
Food trucks, games, activities, prizes, and more

### RSVP

Contact Aaron Metcalfe at [ametcalfe@hoganconstruction.com](mailto:ametcalfe@hoganconstruction.com)



# RECENTLY WON projects



## Alpine School District LONE PEAK HIGH GRANDSTAND RENOVATION

Alpine School District selected Hogan as their CM|GC to construct a new grandstand and press box at Lone Peak High School.

The project's scope also includes flipping the team's logo on the football field, so it faces the home team's bleachers.

We're working with Curtis Miner Architecture as the design firm.

**Anticipated completion:** January 2023

### Project Team

**GEORGE DICKSON**  
*Project Manager*

**GREG BUTCHER**  
*Superintendent*

**MICHELLE FAULK**  
*Project Engineer*

**JENNIFER WILHELM**  
*Project Assistant*

**ROSS COX**  
*Lead Estimator*

## Wayne County School District NEW HIGH SCHOOL

Hogan is working with Wayne County School District and VCBO Architecture to construct a new high school on the Wayne High School site.

The project's scope includes demolishing the on-site swimming pool and much of the existing high school to build the new two-story, 80,000 SF high school.

The estimated construction budget is \$36 million.

**Anticipated completion:** August 2025



### Project Team

**DAVE ANDERSEN**  
*Project Manager*

**KELLY HALL**  
*Superintendent*

**MICHELLE FAULK**  
*Project Engineer*

**JENNIFER WILHELM**  
*Project Assistant*

**BRIAN RICHARDS**  
*Lead Estimator*

## Wayne County School District NEW ELEMENTARY SCHOOL

Hogan is working with Wayne County School District and VCBO Architecture to construct a new elementary school on the Wayne County Middle School site.

The project's scope includes demolishing a portion of the existing middle school and constructing a 38,000 SF elementary school.

The estimated construction budget is \$17.1 million.

**Anticipated completion:** April 2024



### Project Team

**DAVE ANDERSEN**  
*Project Manager*

**KELLY MUNOZ**  
*Superintendent*

**MICHELLE FAULK**  
*Project Engineer*

**JENNIFER WILHELM**  
*Project Assistant*

**BRIAN RICHARDS**  
*Lead Estimator*



### State of Utah

#### LONE PEAK FIRE FACILITY

DFCM selected Hogan as their CM|GC to relocate the existing seven-building campus located at the former Draper Utah State Prison site.

The new buildings will be constructed on the site of the former DJJS Wasatch Youth Center and encompass approximately 37,000 SF. They will house the Lone Peak Conservation Center and the Wasatch Front Area office FFSL Division.

The estimated budget is \$13.1 million, and we're working with SPE Architects as the designer.

**Anticipated completion:** June 2024

### Project Team

**SCOTT CHRISTIANSEN**  
*Project Director*

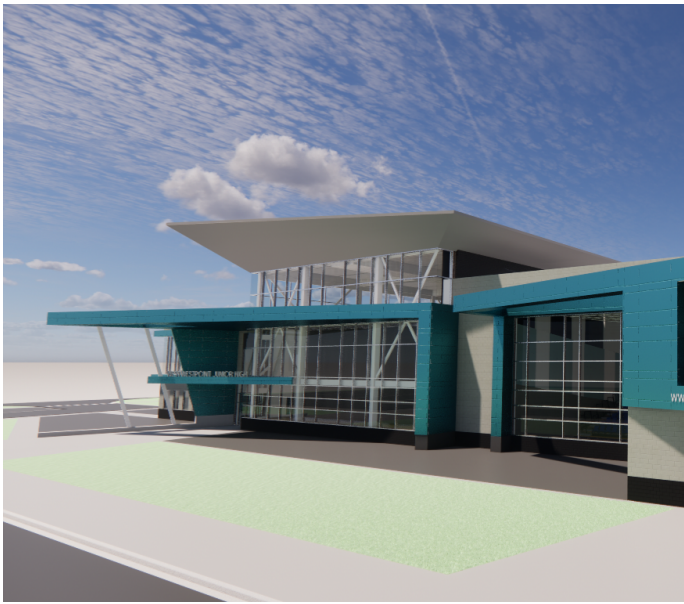
**SCOTT BRYNER**  
*Project Manager*

**JOHN SHEPHERD**  
*Superintendent*

**JOANIE SLATTER**  
*Project Engineer*

**COURTNEY ADAMSON**  
*Project Assistant*

**RICK SANDBERG**  
*Lead Estimator*



## **Davis School District** WEST POINT JR. HIGH SCHOOL #18

Hogan was recently selected as Davis School District's CM|GC for their new junior high prototype, which will be built in West Point.

The new school will be 250,000 SF and features an enlarged gym to be shared with West Point City.

We're working with VCBO Architecture as the design firm, and the FLCC is \$95 million.

**Anticipated completion:** June 2025

### **Project Team**

**DENNIS FORBUSH**  
*Project Director*

**JD FORBUSH**  
*Project Manager*

**MARK WARR**  
*Superintendent*

**ANDREW VALADEZ**  
*Project Engineer*

**EMILY ISOM**  
*Project Assistant*

**RICK SANDBERG**  
*Lead Estimator*

## **Davis School District** SUNSET JR. HIGH REBUILD

Hogan is working with Davis School District and GSBS Architects to rebuild Sunset Jr. High.

The project's scope includes constructing a 220,000 SF replacement school in the play fields on the east side of the site, demolish the existing building, and construct new play fields.

The estimated construction budget is \$85 million.

**Anticipated completion:** August 2025



### **Project Team**

**DAVE ANDERSEN**  
*Project Director*

**GEORGE DICKSON**  
*Project Manager*

**TRENT SWEETEN**  
*Superintendent*

**MICHELLE FAULK**  
*Project Engineer*

**JENNIFER WILHELM**  
*Project Assistant*

**ROSS COX**  
*Lead Estimator*

## Logan City

### FIRE STATION #70

Hogan Construction was selected over the low bidder to rebuild Fire Station #70 for Logan City because of our extensive experience with this type of project.

The three-story, 22,430 SF station features four bays, the battalion chief's bay, eleven sleeping quarters, a large patio, kitchen, and dining, exercise, laundry, and reporting rooms, plus additional spaces.

We are working with Desert Edge Architecture as the design firm, and budget is \$10.1M.



### Project Team

**CRIS HOGAN**  
*Project Executive*

**SCOTT BRYNER**  
*Project Manager*

**CAMERON KROEGER**  
*Superintendent*

**JOANIE SLATTER**  
*Project Engineer*

**COURTNEY ADAMSON**  
*Project Assistant*

**RICK SANDBERG**  
*Lead Estimator*

### PROJECT HIGHLIGHT

# American Heritage SLC Campus



When Hogan started American Heritage's Salt Lake City Campus Remodel, we had four months to convert a historic church into a functioning educational space. Because of the tight schedule, **Ross Cox** anticipated procurement issues, so we bid out specific scopes of work early.

Our schedule was further compromised when we discovered asbestos, which required eight weeks of abatement. Then, the design team couldn't get a building permit for the first two months of the project.

**Dave Stewart and Sam Roberts** phased construction to coincide with the last five weeks of abatement to overcome these delays. **Sam Roberts** worked assiduously with the city inspector to do courtesy

inspections prior to obtaining the building permit to keep the job moving forward.

After nearly two months of setbacks, **Sam Roberts and Mark Page** diligently managed subcontractors, so they stayed on schedule. **Despite significant delays, the team met the school's scheduled start date—August 30, 2022!**

This is a prime example of the type of customer service that keeps our clients coming back to have us to additional work. **Excellent work Sam, Dave, Ross, and Mark!**



## FLEX

# open enrollment

**It's time to sign up for the flexible spending account for 2023.**

Hogan offers two flexible spending accounts (FSAs), 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 2022 you could elect withholdings not to exceed \$2,850.00 annually. For 2023 the amount has not yet been set by the IRS but will remain the same or increase no more than \$100.00.

FSAs 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 self-care, 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 2023 FSA.** If you're interested in participating, do the following:

1. An email will be sent to you on the morning of **Monday, October 24, 2022**, from "Hogan Construction – Re: FSA Open Enrollment." Check your inbox or spam for the email. You can sign up for the flex plan through InfinityHR/Arcoro starting October 24, 2022. **The deadline to sign up is December 23, 2022.**
2. Click on the email, and you will be directed to InfinityHR/Arcoro. The website is [www.infinityHR.com](http://www.infinityHR.com).
3. For first time users, click on "First Time User?"
4. Enter your date of birth, Social Security number, and click "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 log in.
7. 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.



# FLU shots

Hogan & Associates Construction will pay for flu shots for Hogan employees, spouses, and the dependents of Hogan employees on **Thursday, October 20, 2022 from 3–6 pm**. The flu shots will be administered through CNS Immunization Clinic, and they are able to administer flu shots to anyone six months and older.



**The flu shots will be held at the Centerville office in the upstairs conference room.** Upon arrival, CNS staff will take the added precautions necessary to disinfect each area while providing appropriate infection control with facial coverings and social distancing. 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](http://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.

## TIP FOR medical ID cards

For those of you who have older children who are out of the house or away at college and who are still on your medical plan, **how often do you get the phone call/text from them asking for their medical ID cards?**

There’s an easy way to get your medical ID cards from Aetna, and sharing them via email is a great option to get them to your children.

### Follow the instructions below.

1. Go to [www.aetna.com](http://www.aetna.com)
2. Add your username and password. If you haven’t created an account, click on “First Time User.”
3. Click on “Home.”
4. At this point, scroll down and click on “ID cards.”
5. You will have the option to **print your ID cards, share your ID cards via email or request your ID cards from Aetna.**





NORTHRIDGE HIGH TEEN CENTER  
Ribbon Cutting | August 18, 2022

## HOGAN'S **service project**

As many of you know, Hogan Construction built four Teen Centers for Davis School District: Northridge High, Layton High, Mountain High, and Renaissance Academy.

To support these centers, Hogan has organized a company-wide service project to help more than 1,200 children classified as homeless in the Davis School District.

**The service project will start on Tuesday, November 1, 2022 and end on December 16, 2022.**

We encourage employees and subcontractors to donate the following items in support of this good cause. Bring the items below to your job site trailer OR to the office in Centerville. **We will collect these items from the week of December 19, 2022, to December 23, 2022.**

- Hand soap
- Washcloths
- Brush/combs
- Travel size (mini size)
- Shampoo
- Conditioner
- Body wash
- Lotion
- Mini deodorant
- Chapstick
- Toothbrushes
- Toothpaste
- Gallon-size Ziploc bags
- Hand sanitizer
- Feminine products, such as tampons, pads, and liners

## WHAT'S NEW IN

# Hogan University

When you have a minute, check out the company store in Hogan University! Over the last couple of months, we have been working on adding tools to it that our field employees use on a daily basis.

So, you may ask, **why should I purchase tools from the company store?** Below are a few reasons:

1. We sell these tools to employees at cost. We are not marking up the price for any of the tools in the company store. In fact, you may get a slight discount since we are purchasing these tools from our suppliers.
2. You can get the tools in 1–2 days or possibly the same day.
3. We will deduct the cost of the tool from your check but the total cost will be spread out over four pay periods.

## TO ACCESS HOGAN UNIVERSITY, DO THE FOLLOWING

1. Go to [www.hoganconstruction.com](http://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 homepage, click on “Company Store.”

## SAMPLES OF AVAILABLE TOOLS



## CALENDAR OF events



- **FSA Open Enrollment**  
Employees can sign up for the FSA from Monday, Oct. 24, 2022, to Dec. 23, 2022.
- **401(k) Open Enrollment**  
Eligible employees are effective on Oct. 1, 2022 (notices were already sent to eligible employees).
- **Company Party**  
Friday, Oct. 7, 2022 from 5–9 pm
- **Deadline for Hi-Viz Vest/Shirt Allotment**  
Employees have until Friday, Oct. 14, 2022, to order their hi-viz vests/shirts for 2023.
- **Flu Shots**  
Thursday, Oct. 20, 2022, from 3-6 pm
- **Service Project**  
Tuesday, Nov. 1, 2022, to Dec. 16, 2022
- **Deadline to Order Christmas Gifts**  
Friday, Oct. 7, 2022

## CREW SPOTLIGHT

# Hogan's yard & shop employees

We recognize that our primary asset is our employees, and we value them accordingly. We have a skilled and respectably tenured workforce—some with many years and others with decades of experience with Hogan.

**Thank you to our yard employees for all you do to provide our projects with the equipment, material, and tools that are needed, and thank you for your hard work and dedication!**



**Chad Cloward**, Yard/Shop Manager

*(Hired: 6/9/2004)*

Primarily oversees equipment repairs, moves, purchases, and rentals and generally oversees all activity in the yard and shops



**Brett Davis**, Dump Truck Driver

*(Hired: 1/10/2022)*

Senior Dump Truck Driver and large equipment hauler



**Chad Davis**, Truck Driver

*(Hired: 8/3/2020)*

Primary yard, flatbed driver



**Tammy Ingraham**, Fleet Manager

*(Hired: 6/8/2009)*

Oversees maintenance, purchases, and assignment of all vehicles, trailers, office trailers, and connex boxes.



**Garrett James**, Yard Worker

*(Hired: 6/28/2021)*

Under Ray's direction, Garrett helps with inventory. His primary duty is to keep our rental and billing software up-to-date.



**Ray McMichael**, Inventory Manager

*(Hired: 2/24/2020)*

Under Ben Munoz's direction, Ray manages inventory, interior storage areas, and helps with deliveries as needed.

*Photo  
unavailable*

**Jacob Miller**, Yard Worker

*(Hired: 4/22/2021)*

Jake works under the direction of Ben and Ray to help load, unload, and clean the yard.



**Benjamin Munoz**, Yard/Shop Foreman  
(Hired: 5/9/2017)

Primarily oversees deliveries and the exterior yard storage areas. Generally helps oversee all yard/shop activities.



**Tanner Murphy**, Dump Truck Driver  
(Hired: 7/8/2022)

Tanner is our newest dump truck driver. He is learning to haul equipment as well.



**Josh Murphy**, Yard Worker/Truck Driver  
(Hired: 12/1/2017)

Helps with inventory and yard functions. He also serves as a back-up driver when needed.



**Will Numbers**, Shop Mechanic  
(Hired: 4/20/2020)

Will repairs our small equipment, trailers, occasional large equipment, and attachments.



**Will Harrison**, Shop Welder/Fabricator  
(Hired 2/22/2021)

Will is our primary welder in the shop. He does welding repairs on trailers, equipment, fence panels, and fabricates all the miscellaneous steel needs from jobs.



**Spencer Harper**, Truck Driver in Training  
(Hired: 4/14/2022)

Spencer is nearing the end of his CDL training and soon be our secondary Yard driver.



**Austin Sharpe**, Field Mechanic  
(Hired: 8/20/2018)

Austin is our field mechanic. He does his best to keep things running on site.





2022

# Christmas gifts

We understand that it is very early to start talking about Christmas gifts but with supply chain issues and how difficult it is to get items in large quantities, we want to start on Christmas gifts earlier this year. **We hope to have everything back by the middle/end of November 2022. Then, we will notify everyone and get you your Christmas gifts. Hopefully this will happen by the beginning of December 2022.**

**That said, we want to give everyone \$125 cash OR you can choose from one of the following.** For example, if you pick the Hiviz ANSI insulated Coat, this coat costs Hogan \$100, and we will give you the rest in cash.

- \$45 cash + Mens hoodie **or**
- \$35 cash + Hiviz ML Kishigo Bomber jacket **or**
- \$35 cash + Hiviz sweatshirt **or**
- \$25 cash + Hiviz ANSI insulated coat **or**
- \$55 cash + Women's Carhartt hoodie **or**
- \$80 cash + Hammock **or**
- \$60 cash + Longboy toolbag **or**
- \$45 cash + Carhartt toolbag **or**
- \$40 cash + Klein toolbag

**To order a gift, Hogan employees need to do the following by Friday, Oct. 7, 2022.**

*If you don't order a gift by Friday, Oct. 7, 2022, we will assume that you want the \$125 cash.*

1. Go to [hoganconstruction.com](http://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, contact Laurie Orchard (801. 450.5911).
4. Once logged in, click on "Company Store" on the right
5. On the left hand side under "category," click on "Christmas" and that will allow you to see the Christmas gifts
6. Now, you can place your order.

## GIFT OPTIONS

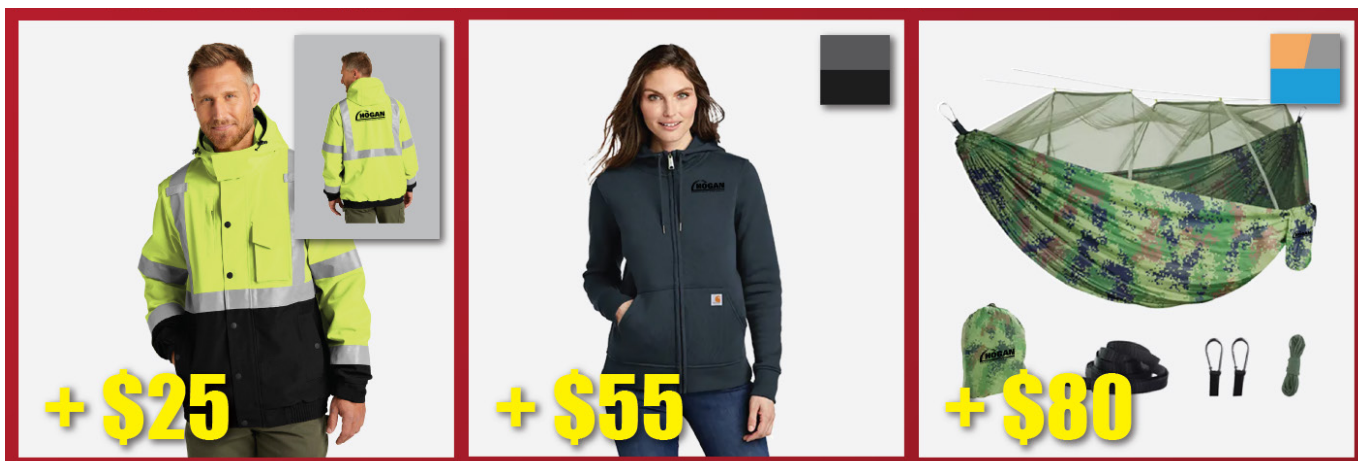
Below are photos of the gift options. **For more information, visit Hogan University.**



Men's Carhartt Hoodie

Hiviz ML Kishigo Bomber Jacket

Hiviz Sweatshirt Jacket



Hiviz ANSI insulated Coat

Women's Carhartt Hoodie

Hammock



Longboy Toolbag

Carhartt Toolbag

Klein Toolbag