

To: All Employees
From: Cris Hogan, President & CEO
Subject: Organizational Update



At Hogan, we are constantly evaluating the market and looking for opportunities to serve more clients in more ways within the construction industry. A major component of Hogan's success over our 78-year history is the personal care we give each project and each client. Our strategy is to grow organically (meaning that we strive to promote internal employees rather than hiring outside) to take advantage of opportunities we see in the market. This way, we build the company over time to take on a greater number of and larger-size projects while maintaining the high level of customer service and personal care we are known for.

Together, we continued building--and growing--through the uncharted waters of a global pandemic, keeping our projects progressing toward successful completion, despite all the setbacks. This success is a testament to your perseverance and commitment day-in and day-out. I am always impressed by your creativity in solving the challenges that arise on every project.

As we continue to navigate a rapidly changing, complex industry, this commitment and creative problem-solving will be the basis for our continued success as a company. Hogan is continuing to grow, has a strong backlog of work and is very well positioned for a successful year. We know that with our exceptional leaders and employees at every level, providing our industry-leading level of customer service and care, Hogan will remain THE choice for building owners looking to expand or renovate their facilities.

That is why I'm excited to announce several recent promotions within the company. These promotions continue Hogan's growth and the fulfillment of our responsibility to build communities wherever we are.

Josh Voelkel, Project Superintendent

As Project Superintendent, Josh is responsible for coordinating and managing all on-site activities day-to-day, including safety, quality, regulatory compliance, production, schedule, and documentation (in that order).

Andrew Boyce, Project Foreman

Carlos Caballero, Project Foreman

Nathan Roper, Project Foreman

Jaramie Rydstrom, Project Foreman

Dave Taylor, Project Foreman

As a project foreman, they receive delegated responsibilities from the Project Superintendent, assisting in managing specific details of the day-to-day construction activities. The Project Foreman is the superintendent's "right-hand man" on the job.

Shane Draper, Assistant Project Manager

In his role as an Assistant PM, Shane continues the responsibilities of project engineer, with the added duty to learn and manage specific areas of responsibility delegated by the Project Manager.

Rob Birch, Vice President of Operations

In his role as one of our Vice Presidents of Operations, Rob will continue to function as project manager on his own projects, and will have the added responsibility to manage the client relationships he has developed and to assess and manage all project risk, including to review RFP's and proposals, set bidding strategy and pricing, sign bid proposals, review and sign owner contracts and change orders.

Congratulations to each of these individuals. I am grateful for their leadership and willingness to take on more responsibility, supporting the company in its growth and overall strategy to be our client's builder of choice.

Thank you all for your loyalty and ongoing support. This year promises to be one of growth and opportunity. As always, we welcome your feedback and I look forward to speaking with many of you soon.

