

HOGAN NEWSLETTER

CONSTRUCTION MANAGER | GENERAL CONTRACTOR

SUMMER 2023

Hogan Construction is stronger than ever

Highlights

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Social Media

Check us out and "like us"!



Hogan & Associates Construction continues its steady path forward, despite labor shortages in every trade and supply chain issues affecting numerous products. I'm proud of our "associates" (you!) who continue to come up with creative solutions to problems and make it happen. As a company we have a solid backlog of work for our employees. As we have come through a difficult and very wet winter and spring, and now move into the summer construction season, I want to give an update on the status of the company and how things are looking for upcoming work the next couple of years. We currently average about 240 employees. We have strong financials and bonding capacity that support our robust backlog of work.

Remember that most of our new work is from repeat clients, so thank you for the continual and concerted efforts you all make to take care of our clients. Remember our motto: ***We're here to help!***

Because of your high quality workmanship, coupled with the excellent work of our estimating and marketing teams, we have a very healthy backlog of projects. We have also been awarded the following projects worth more than \$300 million that are in various stages of preconstruction. All of these projects are listed on the following page.

With the amount of backlog currently under contract, we need more skilled workers who are safety conscious, have a strong work ethic and competent skill set. As you talk to your friends and family, and post on social media, don't be afraid to help us recruit good people. Word of mouth is the most effective way to recruit. Tell them what you think of Hogan and the benefits you experience working here. And remember, there is a referral bonus for the person who refers a successful new hire. Also, for you who want to learn additional skills and advance in your career, we offer both formal apprenticeship programs as well as in-house training and mentoring to help you with your advancement goals. Let us know of your desires and we will get you involved in these programs.

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".

current projects

The following projects worth more than \$500 million are under construction and will continue into next year (*this does not include projects finishing by the end of the year*):

- New West Field High School in Taylor for the Weber School District
- New Mountain View Junior High in West Haven for the Weber School District
- Rebuild of West Lake Junior High for Granite School District
- Nephi Readiness Center for the Utah Air National Guard
- Marriott Fairfield Inn & Suites in West Valley City for a private developer
- Rebuild of Springville High School and City Park for Nebo School District
- Major expansion of Park City High School for Park City School District
- Major expansion of Ecker Hill Middle School for Park City School District
- New Community Network Building for Spanish Fork City
- Rebuild Wasatch Elementary School for Provo School District
- Rebuild Fire Station #42 in Clearfield for the North Davis Fire District
- New Jr. High in West Point for Davis School District
- Rebuild of Sunset Jr. High for Davis School District
- Community Corrections Center in Orem for Utah Dept. of Corrections
- New Teen Centers for Davis School District
- New High School in Bicknell for Wayne School District
- Pathways Alternative High School in Ogden for Ogden School District

We have been awarded the following projects worth more than \$300 million that are in various stages of preconstruction:

- New Emergency Operations Center in Farmington for Davis County
- Home2 Suites by Hilton in Tooele for a private developer
- UtahRaptor State Park in Moab for Utah State Parks
- Rebuild Roosevelt Elementary in Washington Terrace for Weber School District
- New Teton County Courthouse and Municipal Center in Jackson, WY
- Structural renovation and addition to the Harrington Arts Center in American Fork
- Seven-building apartment complex in Moab for a private developer
- Outdoor Sports Complex expansion for North Summit Recreation District and Summit County
- Elementary School renovation in Bicknell for Wayne School District
- New Wildland Fire Facility in SLC for Utah Dept. of Natural Resources



RECENTLY WON projects



Davis School District TEEN CENTERS PHASE 2

Hogan was the low bidder on the second phase of Davis School District's Teen Centers. The project includes constructing a teen center at Syracuse and Viewmont High Schools. We'll also be renovating the Layton High Teen Center that we built last year.

We are working with VCBO to complete these facilities that will serve the district's most vulnerable population.

Anticipated completion: Layton – August 2023;
Syracuse – Sept. 2023; Viewmont – Feb. 2024

Project Team

JARED BUCKLEY
Project Manager / Superintendent

WADE CHILD
Field Engineer / Superintendent

CHRIS STAYER
Field Engineer / Superintendent

EMILY ISOM
Project Assistant

RICK SANDBERG
Lead Estimator



Davis County EMERGENCY OPERATIONS CENTER

Davis County selected Hogan as their CM|GC to construct their new, \$15M Emergency Operations Center, an essential facility that will serve all of Davis County.

Our excellent work on the county's Jail Medical Observation Unit and strong relationship with the jail's facilities maintenance manager helped Hogan secure this great project!

Anticipated completion: April 2025

Project Team

DENNIS FORBUSH
Project Manager

BEN DEAN
Asst. Project Manager

RYAN GREENFIELD
Superintendent

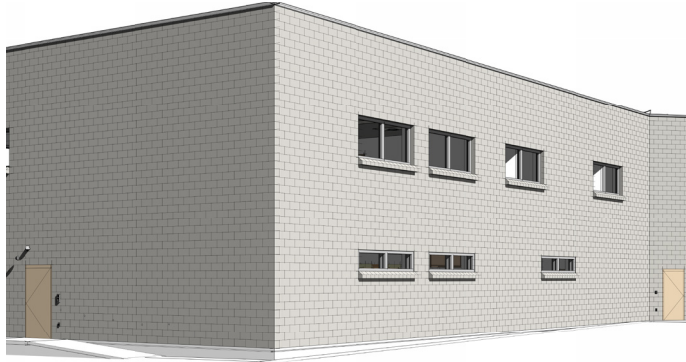
CASEY HAUSMAN
Project Engineer

NIKKI HALES
Project Assistant

RICK SANDBERG
Lead Estimator



RECENTLY WON projects



Utah County Jail MEDICAL AND MENTAL HEALTH EXPANSION

Hogan was the low bidder on Utah County Jail's Medical and Mental Health Building Addition and Remodel.

The \$17M project includes remodeling 18,500 SF and constructing an 11,000 SF addition that will include jail cells and medical holding cells.

We will be working with GSBS Architects.

Anticipated completion: December 2024

Project Team

DAVE STEWART
Project Manager

NIKKI HALES
Project Assistant

TBD
Superintendent

RICK SANDBERG
Lead Estimator

HAILEE HORNE
Project Engineer

PROJECT updates



SUNSET JR. HIGH
Groundbreaking | March 14



PATHWAYS HIGH SCHOOL
Groundbreaking | April 12

PROJECT updates



WAYNE HIGH SCHOOL
Groundbreaking | April 20



FRANKLIN CO. MEDICAL CENTER MOB
Ribbon Cutting | April 27



BINGHAM CREEK REGIONAL PARK
Ribbon Cutting | June 22



WILDLAND FIRE OPERATIONS CENTER
Groundbreaking | June 26



SAFETY speaks

Hogan Construction has established a safety committee to help reduce the risk of workplace injuries and illnesses. This is an opportunity for many of our employees to collaborate on safety issues and also to be part of the solution.

Hogan's safety committee meets monthly and is comprised of Project Managers, Project Superintendents, Project Foreman and Team Leaders. Also, there will be a representative from Hogan's Yard. Committee members will serve for one year.

Committee members were selected on the following:

- Ability to complete Safety Documentation consistently and in a timely manner
- Helpful feedback and good ideas that have been received in the past
- Proactive actions towards safety on the job site
- The timely manner and professionalism in how they have handled accidents/incidents in the past (if any)
- Recommendations and/or commendations from their peers
- Ability to address leading indicators, so that lagging indicators are lower
- Ability to complete Online Safety Training each quarter

Typical responsibilities of workplace-safety committees include:

- Developing safe work practices
- Crafting written safety programs
- Leading safety training
- Conducting workplace inspections and safety audits
- Reviewing incidents, near misses, accident investigation reports, claim summaries and loss analyses to prevent re-occurrences of similar incidents
- Establishing dispute resolution procedures
- Proposing and creating safety checklists
- Promoting employees' interests in health and safety issues
- Providing a forum in which labor and management can discuss health and safety issues and collaborate on solutions

EMPLOYEE

promotions

Congratulations to each of the following individuals. We're grateful for their leadership and willingness to take on more responsibility within the company.



RICK EWER
Team Leader Steel
Crew



MARLON SHEPHERD
Project Foreman



DAVID INGA BRUNO
Team Leader
Earthwork



BRANDON WRIGHT
Team Leader Steel Crew



PAUL STODDARD
Team Leader Doors &
Hardware

OSHA 30 class

We held an OSHA-30 class in May for many employees who hadn't taken the course before. The class was held at Hogan's training tower and included confined spaces training.



mental health benefit

WHAT IS MENTAL HEALTH?

Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make healthy choices. Mental health is important at every stage of life, from childhood and adolescence through adulthood.

Although the terms are often used interchangeably, poor mental health and mental illness are not the same. A person can experience poor mental health and not be diagnosed with a mental illness. Likewise, a person diagnosed with a mental illness can experience periods of physical, mental, and social well-being.

WHY IS MENTAL HEALTH IMPORTANT FOR OVERALL HEALTH?

Mental and physical health are equally important components of overall health. For example, depression increases the risk for many types of physical health problems, particularly long-lasting conditions like diabetes, heart disease, and stroke. Similarly, the presence of chronic conditions can increase the risk for mental illness.

CAN YOUR MENTAL HEALTH CHANGE OVER TIME?

Yes, it's important to remember that a person's mental health can change over time, depending on many factors. When the demands placed on a person exceed their resources and coping abilities, their mental health could be impacted. For example, if someone is working long hours, caring for a relative, or experiencing economic hardship, they may experience poor mental health.

HOW COMMON IS MENTAL ILLNESS?

Mental illnesses are among the most common health conditions in the United States.

- More than 50% will be diagnosed with a mental illness or disorder at some point in their lifetime.
- 1 in 5 Americans will experience a mental illness in a given year.
- 1 in 5 children, either currently or at some point during their life, have had a seriously debilitating mental illness.
- 1 in 25 Americans lives with a serious mental illness, such as schizophrenia, bipolar disorder, or major depression.

WHAT CAUSES MENTAL ILLNESS?

There is no single cause for mental illness. A number of factors can contribute to risk for mental illness, such as:

- Early adverse life experiences, such as trauma or a history of abuse (for example, child abuse, sexual assault, witnessing violence, etc.).
- Experiences related to other ongoing (chronic) medical conditions, such as cancer or diabetes.
- Biological factors or chemical imbalances in the brain.
- Use of alcohol or drugs.
- Having feelings of loneliness or isolation.

Content source: *Centers for Disease Control and Prevention (CDC)*

WHEN YOU OR ONE OF YOUR DEPENDENTS ARE SEEKING HELP, DO THE FOLLOWING:

1. Contact Hogan’s Employee Assistance Program. Hogan’s Employee Assistance Program (EAP) provides short-term, confidential counseling for you and anyone living in your household regardless of whether you and/or they are covered under your health insurance plan at no out of pocket expense to you. To reach an EAP representative, call (800) 926-9619. All services are free and accessible 24 hours a day, 365 days a year.
2. Some forms of mental illness may require working with a medical doctor who specializes in diagnosing and treating mental health conditions, such as a Psychiatrist, who is skilled in treating mental health disorders.

Depending on the medical plan that you are on, below is the coverage for the mental health benefit.

\$500 Base Plan		
	In-Network	Non-Network
Mental Health Inpatient Service	20% AD	40% AD
Mental Health Office Visits	\$15 co-pay	40% AD
Mental Health Telemedicine Consultations	\$15 co-pay	40% AD
\$250 Buy-up Plan		
Mental Health Inpatient Service	20% AD	40% AD
Mental Health Office Visits	\$10 co-pay	40% AD
Mental Health Telemedicine Consultations	\$10 co-pay	40% AD
\$3,500 HDHP Plan		
Mental Health Inpatient Service	20% AD	40% AD
Mental Health Office Visits	20% AD	40% AD
Mental Health Telemedicine Consultations	20% AD	40% AD

**AD = after deductible*

TO FIND MENTAL HEALTH PROFESSIONALS, DO THE FOLLOWING:

1. Go to www.aetna.com.
2. On the right, click on “Login.” If you haven’t created an account, click on “Register.”
3. At the top, click on “Find Care & Pricing”
4. In “Search” add “Mental Health providers”

Please note, you must be participating in the medical insurance to be covered on Hogan’s mental health benefit.

2023

employee evaluations

As many of you know, in March of this year, our employees were able to complete a “self-evaluation” which consisted of the following:

- Quality of work
- Attendance & Punctuality
- Resourcefulness
- Cooperation, Teamwork & Attitude
- Productivity
- Safety
- Tools

Once the “self-evaluation” was complete, that evaluation was turned over to the employees direct supervisor who evaluated them on the same criteria. The supervisor then met with the employee to give him/her feedback.

The most important part of these employees evaluations is that our supervisors meet with their employees to give them feedback (whether it is praise or constructive criticism) and provide them opportunities so that they can improve. Going forward, employee evaluations will be done on an annual basis.

So, let’s sum up how these employee evaluations went. First of all, the feedback that we received was absolutely incredible!

THANK YOU to everyone that participated in the employee evaluations this year. These employee evaluations are not just going to be put in your employee file and to never be looked at again. We are using the feedback we received to create training programs and to improve our policies and programs at Hogan.

As you can see below, the employee evaluations went to 165 employees. Out of those 165 employees, 108 responded. See the graph below.

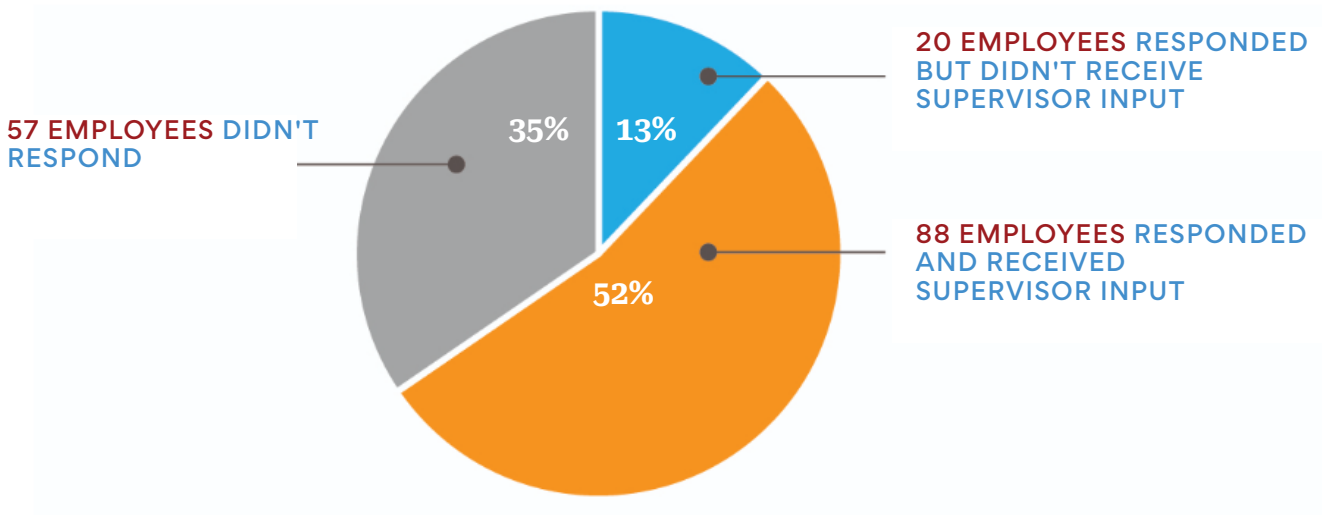
In the “self-evaluation,” there is a section where the employee can write down his/her goals to improve. We analyzed that information and tried to figure out the top areas where employees want to improve. As you can see on the following page, “Path to Advancement” is at the top of the list. In second place was “Plan Reading” and in third place was “Procore Training.”

Again, thank you to everyone that participated.

HOGAN'S
SAFETY
EMR

As of 7/1/2023, Hogan's Experience Modification Rating (EMR) is going from 0.61 to 0.60. The EMR is the insurance industry's safety rating for contractors. The lower the score the better and the industry average is 1.0. Hogan's score is very impressive and reflects the safety culture on our projects. EVERYONE should be very proud of this great accomplishment! Hogan funds the safety incentives for field employees from the savings generated by this good score.

EMPLOYEE EVALUATIONS PERCENTAGE OF RESPONSES & DESIRED IMPROVEMENTS



165 TOTAL EMPLOYEE EVALUATION FORMS

DESIRED IMPROVEMENTS

PATH TO ADVANCEMENT - 12

PLAN READING - 10

PROCORE TRAINING - 10

COMMUNICATIONS SKILLS - 9

JOB PLANNING SKILLS - 7

CROSS TRAINING - 6

COMPUTER SKILLS - 5

WORKING WITH SUBS - 3

TEAMWORK SKILLS - 3

OTHER - 40

NONE - 27

APPRENTICESHIP program

CONGRATULATIONS
TO KEMPTON FLYNN
WHO GRADUATED
THE APPRENTICESHIP
BUILDER'S PROGRAM
ON MAY 18, 2023.

Kempton started with Hogan Construction on March 13, 2023, and he is currently working with Mark DePriest/Jared Boyce. Before Hogan, Kempton worked for Stout Builders who sponsored him while in the program.



Left to right: Joey Gilbert (AGC of Utah), Cliff Carron Campbell (Mountainland Technical College), Kempton Flynn (Hogan), Lucio Gallegos (AGC of Utah).

Hogan & Associates Construction is committed to the success of its apprentices—demonstrated through 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 Laurie Orchard, 801.450.5911 or lorchard@hoganconstruction.com.

MARCH madness

March Madness produced some stunning results and dramatic moments this year in the 2023 men's NCAA tournament. Congratulations to Ryder Reynolds who was the winner of March Madness.

Ryder Reynolds, the winner of Hogan's March Madness competition received the cash prize and coveted basketball trophy! For those employees who didn't participate this year, there's always next year!



EMPLOYEE

recognition

As of July 1, 2023, we are making the following changes with the employee recognition program. The changes below are NOT retro-active.

Employees now earn the first level of recognition beginning after their first year of tenure. Additionally, the amount of the awards for longer tenure have all been increased.

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.

Tenure	Amount
1 year	\$500
5 years	\$1,500
10 years	\$1,500
15 years	\$1,500
20 years	\$2,500
25 years	\$5,000
30 years	\$5,000
35 years	\$5,000
40 years	\$5,000
45 years	\$5,000
50 years	\$10,000

(and every five years thereafter)

GET TO KNOW

Hogan's survey team

From pre-construction through project completion and beyond, our survey team uses CAD, 3D modeling, GPS and robotic total stations to perform complicated layout functions efficiently and accurately. Their work does not replace, but supports the day-to-day layout done by the project team on-site.

Mark DePriest, Jared Boyce, and Kempton Flynn work with project leaders to transfer information from design to field in a way that is understandable to all of Hogan's teams, making all our projects productive and successful. In addition, they identify errors and offer solutions to help eliminate costly re-work.

Mark and Jared combined have 48 years of experience as construction surveyors. The work that our survey team does is critical to the success of our projects. Thank you for your expertise and for everything that you do on our projects to make them productive and successful!



Left to right: Jared Boyce, Mark DePriest, Kempton Flynn



TRAINING **classes**

WE HEARD YOU!

Based on feedback from our recent employee evaluations, starting in 2023, we will offer the classes described below.

Due to limited space, those invited to attend in person include:

- Superintendents
- Foremen
- Estimators
- Team Managers
- Team Leaders
- Project Engineers
- Project Assistants
- Project Managers
- Others by request or invitation

Note that while this list doesn't invite individuals from every position in the company, each class will be recorded and made available as an online class for any and ALL Hogan employees to watch.

Those wishing to attend must RSVP as noted in the class description, below, to secure their place in the class.

Check the CALENDAR section of Hogan University's home page to see what classes are coming up. And as more class schedules become firm, they will be added to that section. Also:

- Unless specified otherwise, all classes will be held in the Centerville Office upstairs training room.
- More complete syllabi for these classes (as available) are posted on Hogan University. Tap the ADVANCEMENT and CAREER DEVELOPMENT in the menus and scroll down to PROJECT MANAGEMENT CLASSES.
- **We plan to repeat these classes in 2024. In addition, we anticipate adding more classes in 2024, including the following topics:**
 - Time Management
 - Procure
 - Invoicing & Time Entry
 - Project Layout
 - Team Building, Coaching, and Mentoring

classes offered

JOB SCHEDULING

Date: This class is already underway! Watch for this class to be repeated again.

Overview: Bringing it in on time: methodologies and tools that will help you keep the gaggle of subcontractors and Hogan trades anticipating needs and issues, and delivering their components on time.

PLAN READING

Understanding the thick stack of huge pages that outline each detail of a construction project. You will learn the symbols and the organization of these plans so you can accurately and easily determine all components and processes that will be needed to build that building.

Date: Thursday, September 14, 21, & 28, and October 5, 2023

Time: 1–4 pm

RSVP to: Brett Horne, 801.910.7012

Note: This class will also include a Zoom option for participants

Instructor: Dan Merrill

EFFECTIVE COMMUNICATION SKILLS

Poor communication whether at the job site or in the office contributes to project delays and increases costs. It can take several forms, such as delays in the flow of information, directing communication to the wrong person or area, or unclear communication leading to confusion or wrong interpretation, leading to mistake and incorrect work. In this class, attendees will learn new communication skills to help them:

- Manage and handle difficult situations that cause frustration and conflict
- Identify critical techniques for electronic communication, as well as situations to avoid when using electronic communication
- Master a first impression that is positive and lasting
- Adapt and speak in the communication style of others
- Understand how body language conveys secret communication messages

Date: Friday, October 6 & 13, 2023

Time: 1–4 pm

RSVP to: Jared Morgan, 801.910.7011

Note: Lunch is provided for an after-seminar discussion for those who can stay

Instructor: Aaron Metcalfe

PRESENTATION SKILLS: INTERVIEWING WITH STYLE

When you are speaking with a Hogan customer or project architect, you are representing Hogan. This is true for project interviews during the bidding and proposal phases, as well as in OAC meetings and on site during construction. This class will build your confidence and help you understand what to wear, what to say, when to say it, what not to say, and when not to speak.

Date: Friday, October 20, 2023

Time: 1–4 pm

RSVP to: Jared Morgan, 801.910.7011

Instructor: Aaron Metcalfe

SAFETY PROCESS

This class will NOT cover OSHA or Hogan safety rules or policies. (Everybody gets that information by doing the regularly scheduled Safety Courses and Safety Handbook readings. Right?) It WILL cover Hogan processes for safety: forms, inspections, schedules, meetings, job title responsibilities, etc.

Date: Thursday, November 2, 2023

Time: 1–4 pm

RSVP to: Jared Morgan, 801.910.7011

Instructor: John Routson