

The Tradition of the Master Craftsman

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Social Media

Check us out and “like us”!



Recently, we have had a lot of discussion about the lack of manpower in our industry at every level and in every trade. We discussed how to help workers take pride in their work and how to mentor workers who want to advance in their trade. In this newsletter, we identify many opportunities the company provides to those who want to increase their skills and value to the company. But all these opportunities are worthless unless you utilize them.

In addition to the things the company provides, I want to share with you that one of the best ways to help people take pride in their work is to think of walking through the project with your family and friends and showing them your work. Think of pointing to your specific contribution to the overall project. And then do your work so you will be proud to show them. Think of the satisfaction you will feel! Then, pass that pride of workmanship on to the next generation of craftsmen.

Thinking about taking pride in our work, I was reminded of an experience I had as I attended a long presentation in a very well-appointed and elegant building. As I sat and listened, my eyes were repeatedly drawn to the exquisitely finished woodwork and intricately carved stone pieces that adorned the walls around me. It was beautiful, and the quality of workmanship was superb!

I couldn't help but wonder about the individual carpenter who milled and installed the woodwork with such care. And the craftsman who so skillfully created these stone panels. Was he a local Utah contractor or a specialty worker in another country? Where did he learn these skills? Was it from another master stone mason mentoring him and passing the skill down through generations?

I reflected on the skilled craftsmen who have built buildings and the special skills required to do so. The knowledge and personal care given to creating these wonderful buildings—from religious buildings and royal palaces to government and civic buildings, to less ornate but very functional and essential buildings like medical clinics, offices, and schools. All require special skills and care of talented workmen.

My thoughts broadened to ancient construction projects such as the pyramids of Egypt and the great cathedrals of Europe. I reflected on the stonemasons and

the skilled carpenters whose trade has come down through the ages. I realized the work we do continues a long line of tradition in our trade, and I felt a connection and sense of pride in it.

I then thought about our own skilled craftsmen here at Hogan and the amazing talents and abilities you have. I was proud of the projects we have built and the work we have done collectively as a company. I thought of the next generation of workers that will eventually take our place. Where do they learn these skills, and who will teach them and mentor them? I realized that it's up to us, both as a company and as individuals, to take the next generation under our wing to train and mentor them.

We need to encourage our kids and our friends to follow their natural skills of working with their hands and pursuing an honorable trade. We need to help them take up the tradition of the master craftsman and learn these important skills so that the tradition can be passed down from generation to generation. Think for a moment about the people you work with or others you know, and then write down the name of the person you will commit to teach and mentor in the tradition of the master craftsman. Once again, I say ***thank you for taking pride in your work and for being—and teaching others to be—productive, working safe, and working smart!***

And please remember: ***We're here to help!***



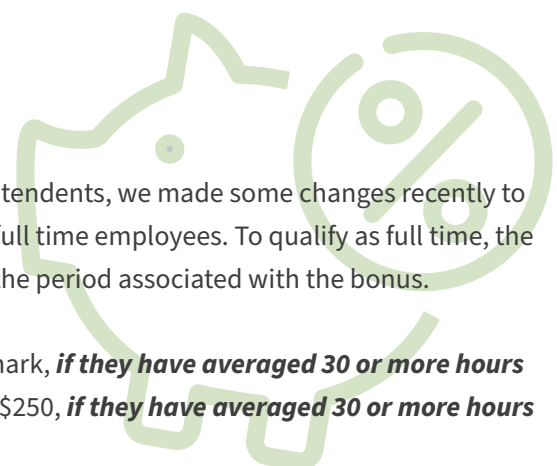
NEW HIRE bonuses

Based on feedback that we received from many of our Project Superintendents, we made some changes recently to our new hire bonus program, clarifying that the new hire bonus is for full time employees. To qualify as full time, the employee must work an average of at least 30 hours per week during the period associated with the bonus.

To sum up the changes, new employees will get \$250 at their 30-day mark, ***if they have averaged 30 or more hours per week during those first 30 days.*** At 60 days, they will get another \$250, ***if they have averaged 30 or more hours per week during their first 60 days.***

At 90 days, new hires will get an additional \$500, ***if they have averaged 30 or more hours per week during their first 90 days. That's \$1000 in total.***

For example, a new hire averages less than 30 hours per week during his/her first 30 days, he/she WILL BE INELIGIBLE to receive their \$250.00. If this same new hire averages more than 30 hours per week during his/her first 60 days, he/she WILL BE ELIGIBLE for their \$250.00.





SAFETY speaks

Hogan recognizes the critical need for each field employee to have and use fall-protection equipment. To make it easier for each employee to have his or her own equipment (always properly fitted to that employee), we will assist the employee in purchasing the equipment.

The employee will pay 50 percent and Hogan Construction will pay 50 percent on the initial purchase of qualifying fall protection equipment. (The employee will not qualify for this discount on the purchase of an additional identical item within one year of the original purchase unless the item is damaged and traded in on the purchase of the new item.)

TRADE-IN

One year after the initial purchase of fall protection equipment, the piece of equipment can be traded in to receive a 75% discount on the purchase price of a replacement item as long as the item shows normal wear and is traded in on the purchase of a new item.

QUALIFYING FALL PROTECTION EQUIPMENT

The following equipment is eligible for the discounted purchase and trade-in programs:

- Full Body Harnesses
- Lanyards
- Personal SRL's
- Portable personal anchorage devices (beamers, etc.)
- D-ring extensions
- Positioning devices (wall chains)

If you have questions, contact John Routson at 385.441.2603.



RECENTLY WON projects



Bluffdale Public Works Complex

Hogan is building Bluffdale City's first public works complex.

The structure will be insulated concrete forms (ICF), and the facility will be fully-equipped with wash bays and vehicle maintenance bays.

We're working with Galloway as the architect.

Anticipated completion: Spring 2025

Project Team

SCOTT CHRISTIANSEN
Project Manager

RYAN LAPP
Superintendent

CHRIS STAYER
Project Engineer

NICOLE HALES
Project Assistant

RICK SANDBERG
Lead Estimator



Ogden Eccles Conference Center (OECC) Remodel

Hogan was selected as CM|GC and is working with VCBO Architecture to modernize the OECC with updating wall and floor treatments, technology, A/V, lighting, furniture, and fixtures.

The conference center will remain operational during construction, so Hogan will separate the project into phases to maintain safety and functionality.

Anticipated completion: May 2025

Project Team

DAVE ANDERSEN
Project Executive

ROB BIRCH
Project Director

CARISSA MILLER
Project Manager

KELLIE MUNOZ
Superintendent

BRIAN RICHARDS
Lead Estimator



Millard High School Addition

The project will include a 63,000 SF addition to the existing campus. The new two-story classroom building will be constructed along with improvements to the existing CTE and cafeteria spaces. The new building will consist of administrative offices, media center, student commons, kitchen, classrooms, and a lecture hall.

Anticipated completion: Fall 2025

Project Team

JOHN COX
Project Manager

DANNY PETERSON
Superintendent

JAROM MCFARLAND
Project Engineer

BRANDI JOHNSON
Project Assistant

BRIAN RICHARDS
Lead Estimator



Fillmore Elementary School Addition & Delta High Tech. Building

The Fillmore Elementary School project includes and 8–10 classroom addition to the elementary.

The Delta Tech Building will consist of expanding shop space for the school's CTE programs.

Anticipated completion: Summer 2025

Project Team

JOHN COX
Project Manager

JOSH VOELKEL
Superintendent

JAROM MCFARLAND
Project Engineer

BRANDI JOHNSON
Project Assistant

BRIAN RICHARDS
Lead Estimator

ADVANCEMENT & career development tools

Hogan Construction cares about your advancement and development! This commitment has been demonstrated over the years by the company's active and personal involvement with each employee at all levels.

No matter how much Hogan Construction cares about your advancement and development, it all comes down to **YOU** caring. The more **YOU CARE**, the more proactive **YOU ARE** about your personal advancement and development, and the more likely it is to happen. It's that simple! It's one of those rules of the universe: **NOBODY WILL CARE ABOUT YOU MORE THAN YOU!**

There are many opportunities at Hogan Construction. Employees need to take the initiative and take advantage of the training that is offered, the certifications that Hogan pays for, the tuition assistance that is offered, internships that are available or cross-training opportunities.

Schedule some time with your supervisor to discuss your Advancement and Development plan. Or, if you feel more comfortable discussing it with someone else, speak with:

- Brett Horne (801-910-7012) if you work in the field
- Jared Morgan (801-910-7011) if you work in the office

Together you can discuss what additional skills you may need, what opportunities you may want to explore, and training options available to you.

APPRENTICESHIPS

In conjunction with the Associated General Contractors (AGC), Hogan offers a Department of Labor- and Bureau of Apprenticeship Training-certified apprenticeship training program. This program is provided to laborers who have shown dedication to the company and who are committed to furthering their construction skills and knowledge through training and education.

There are two approved programs for Hogan employees:

- Form Builder program
- Heavy Equipment Operator program

Program Cost

There are three costs to both of these programs: tuition, books, and a running fee based on the number of OJT hours worked. (The running fee is \$1.00 per hour worked. This fee, along with tuition, covers costs to the AGC to operate the program.) Hogan will pay one half of all three costs for the employee.

When an employee signs up for either of these apprenticeship programs, Hogan pays the entirety of the tuition and book costs up front. Then a remittance is taken each week from the apprentice's paycheck to cover his or her half of these costs over the course of the semester. For the hourly running fee, Hogan will pay the full accumulated amount of this fee to the AGC each month, as the OJT hours are accrued, with the employee's half of the fee taken from his or her paycheck.

COMMERCIAL DRIVER'S LICENSE (CDL)

Employees who drive vehicles whose Gross Vehicle Weight Rating (GVWR) or a Gross Combined Vehicle Weight Rating (GCVWR) is over 26,001 lbs., require a CDL-A License.

Hogan will pay the costs for obtaining that license, including:

- DMV exam fee
- Medical card fee

CROSS-TRAINING

“Cross-training” is the training of an employee in another construction skill or job role. This way, he or she can work in either this new job role or their existing job role. And we have found that cross-training our employees has many benefits for our organization.

Cross-training main objectives are to:

- Increase an employee’s skill set
- Increase flexibility within the organization
- Help everyone better understand how the business operates on all levels

When there are cross-training opportunities, we will make those opportunities known to Hogan employees.

ENGLISH CLASSES/CLASSES DE INGLES

Hogan & Associates Construction partners with Granite Peaks to offer English classes to those Hogan employees who want to learn English.

These classes are familiarly known as:

- English Language Acquisition (ELA)
- English as a Second Language (ESL)

Granite Peaks offers English-class levels 1-6.

Evening classes are held August through late spring. They are all available in person, with certain levels also available online.

Session 2 starts on October 16, 2023. Evening classes run Monday through Thursday from 6:00 –8:30 pm for 6–8 weeks. There are also virtual options.

For anyone that is interested, do the following **NO LATER THAN FRIDAY, SEPTEMBER 29, 2023.** The ESL classes fill up quick so sign up sooner than later.

1. Go to <https://schools.graniteschools.org/granitepeaks/>
2. Click on “ELA Program.”
3. Scroll down and click on “online student application.”
4. Click on “Student Application Form.”
5. At this point, someone from Granite Peaks will contact you to schedule testing.

Financial Incentives

This is a great opportunity for our employees who don’t speak English, or don’t speak it well, to become English-proficient. English speaking employees have better advancement opportunities and are able to perform better on the job (and typically earn better pay).

Consequently, we incentivize our employees to attend these Granite Peaks English classes. We will pay for:

ADVANCEMENT & career development **CONTINUED**

- All tuition and fees beyond \$5. (We dare you to find any other quality educational opportunities for five bucks!)
- \$500 for level advancements

For example, if an employee starts at a Level Two, then completes the six week course, and at the end of the course receives a “level gain” to Level Three, that employee will receive \$500 cash.

When the employee graduates from level three to level four, he or she will receive another \$500 cash. Employees will be rewarded for each level gain.

- \$1,000 for program completion

When the employee is done with the entire program, he or she will receive \$1,000 cash.

LINKEDIN LEARNING

With LinkedIn online courses, you can learn computer basics, all the Microsoft Office products (Word, Excel, Outlook, etc.), or you can choose from among the over 16,000 courses they have to help you become better at your job or to advance your career at Hogan.

Currently, there is a free 30-day trial with LinkedIn Learning. Once the free 30 days is up, you will be charged \$39.99/month plus tax. However, Hogan will reimburse you for that

first paid month. So by signing up right now, you have two free months of access to those 16,000+ courses.

OSHA-30 CLASSES

The OSHA-30 course is a 30-hour comprehensive training program designed by the Occupational Safety and Health Administration (OSHA). It is intended to provide workers and supervisors with a deeper understanding of occupational safety and health regulations, hazard recognition, and best practices to promote a safe working environment.

For new Foremen, Superintendents, Team Managers, and Team Leaders—and by invitation only—Hogan will pay 100% of the cost of attending a local OSHA-30 course, or one taught in our Centerville training room. We also pay you your wages for the time involved.

TUITION

Hogan values education. So much so that we will pay for half of the tuition for approved courses of study, including Construction Management and similar programs.

To qualify, Hogan employees must do the following:

- Pay for his or her tuition upfront. At the end of the semester, the employee must submit for reimbursement. Hogan will then reimburse the employee for half of the paid tuition. (Hogan will not reimburse for books, lab fees, test fees, or other expenses such as housing or parking.)

- Receive a B- or better for a course to be reimbursed.
- Work full-time for Hogan, averaging at least 30 hours or more each week to qualify. The student does not need to be full-time at school.

WELDING CERTIFICATIONS

Hogan would like to help you get your welding certificates, specifically:

- SMAW F3 and F4 (fillet welding)
- SMAW G3 and G4 (overhead welding)

And Hogan will pay for the tuition, fees, and final certification exams.

PROJECT MANAGEMENT CLASSES

These classes will help improve your ability to manage projects (project management teams) or better participate in our construction projects (everybody else).

The classroom sessions (shown below) are by invitation only to all Superintendents, Foremen, Team Managers and Leaders, Project Managers, Project Assistants, and Project Engineers. The classes will be recorded and made available to everybody in Hogan as an online course.

Classes will be held in the upstairs training room in Centerville and will be repeated in 2024.

For the following classes, please RSVP to Jared Morgan at jmorgan@hoganconstruction.com

Communication Skills

Thursday, Nov. 9th & 16th

1:00-4:00pm | **Instructor:** Aaron Metcalfe

Safety Processes

Thursday, Nov. 2nd

1:00-4:00pm | **Instructor:** John Routson

Presentation Skills

Thursday, Dec. 7th

1:00-4:00pm | **Instructor:** Aaron Metcalfe

ADDITIONAL CLASSES STARTING IN 2024

- Invoicing & Time Entry
- Procore
- Project Layout
- Team Building, Coaching, And Mentoring
- Time Management

FLEX

open enrollment

It's time to sign up for the flexible spending account for 2024. 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 2023, you could elect withholdings not to exceed \$3,050.00 annually. For 2024, 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.

Note: *You may NOT contribute to or use a general purpose health FSA and an HSA. However, contributions to a Limited Purpose FSA, which only allows reimbursement of certain expenses that are not eligible for payment under the High Deductible Health Plan (HDHP), are permissible. The Limited Purpose FSA allows HSA-covered employees to pay for dental and vision expenses that are not covered by insurance. However, it does not allow you to pay for other medical expenses, until you have reached your HDHP medical deductible. Hogan & Associates Construction HAS NOT established a limited FSA to allow employees to contribute pre-tax dollars to an account. You cannot contribute to both an HSA and FSA in the same year.*

This is your one opportunity to participate in the 2024 FSA. If you're interested in participating, do the following:

1. An email will be sent to you on the morning of Monday, October 23, 2023, 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 Monday, October 23, 2023. The deadline to sign up is Friday, December 15, 2023.
2. Click on the email, and you will be directed to InfinityHR/Arcoro. The website is 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, September 21st, 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 South Conference Room. 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
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.

PAID TIME OFF (PTO) FOR field employees

There’s no question about it, 2023 has been a very challenging year for hiring and retaining employees largely because Utah’s unemployment rate is 2.4 percent (the lowest among all the 50 states).

To remain competitive, on July 1, 2023, we introduced Paid Time Off (PTO) to our field employees. In mid-July, an email was sent to all of our field supervision and to each field employee introducing the new policy.

By providing PTO to our field employees, Hogan truly has one of the best benefit packages out there, and we hope it will help with our employees' retention and job satisfaction. We are constantly assessing the pros and cons and the significant investment associated with employee benefits.

If you would like to read about our PTO, do the following:

1. Go to Hogan University
2. On the right, click on “Library & Forms”
3. Scroll down and click on “Other Documents”
4. Click on the “Administrative Handbook”
5. Scroll down and click on “Time Off”



From left to right: Kim Showman, Laurie East, Mashelle Kaholoaa, Blake Davis, Heidi Mease, Angie Larsen, Boyd Fisher

GET TO KNOW HOGAN'S **accounting team**



BLAKE DAVIS

Blake has been with Hogan for 27 years. He serves as Hogan's finance executive vice president, overseeing budgets, forecasting, and the company's overall financial integrity.

Blake is married with six children and one grandchild. In his free time, he likes to snowboard, golf, mountain bike, and hike.



BOYD FISHER

Boyd's worked with Hogan for 17 years. He joined the company as the CFO on April 27, 2006.

He is a CPA, certified BBQ judge, and enjoys singing. Boyd's married with three children and has 11 grandchildren. Fun fact, his real hair color isn't white. Can you guess what color it really is?



LAURIE EAST

Laurie started with Hogan & Tingey Construction 38 years ago. In 1995, when Hogan & Associates started, she was one of three employees (Mike Hogan, Cris Hogan, and myself). Currently, she's our Credit Manager, working with subcontractors and Hogan's team to confirm contractual compliance and percentage completion before releasing payments.

She's married with six children, is nana to 17 grandchildren and seven great-grandchildren. Additionally, she loves to travel, especially if the ocean or mountains are involved.



MASHELLE KAHOLOAA

Mashelle has worked for Hogan for over 25 years. She currently manages the billings to owners, bank reconciliations, depreciation of equipment, and much more. In addition, she is the Project Assistants' and Project Engineers' supervisor.

Mashelle has six children and eight grandchildren. She loves to spend time with her family, travel, watch sports, and read. She's also working on her Bachelor's degree.



HEIDI MEASE

Heidi is Hogan's self-appointed Happiness Committee Chairperson, planning many of Hogan's fun events and ensuring everyone gets paid on time.

She is married with four children and three grandchildren. Heidi loves traveling, being in the outdoors, and visiting their lake house.



KIM SHOWMAN

Kim has worked in Hogan's Accounting Department since June 2022. She processes project invoices, overhead expenses, and equipment billings, which is critical to the ongoing success of the company.

Kim's been married for 34 years and has two girls and two grandkids. She loves to read and spend time with her family. Before her husband retired from the Air Force, they spent 20 years living in different places, including Italy, where they lived for three years.



ANGIE LARSEN

Angie is Hogan's accounting manager and has more than 25 years of experience in accounting. She enjoys working with all of the nice, hardworking people at Hogan.

She has three amazing teen children, two cats and two English bulldogs, one of which is deaf. In her free time, she enjoys mountain biking, paddle boarding, and attending concerts.



2023

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 wanted to start on Christmas gifts a little earlier this year.

Please do the following NO LATER THAN FRIDAY, OCTOBER 13th to order your Christmas gifts.

1. Go to www.hoganconstruction.com.
2. At the top of the site, click on “Employee Portal.”
3. Click on “Hogan University.”
4. Add your username and password. If you don’t have your username and password, contact Laurie Orchard (Phone: (801) 450-5911, Email: lorchard@hoganconstruction.com)
5. At this point, on the right of the site, click on “Company Store.”

Everyone will have \$135 to spend in the company store.

A coupon will be emailed shortly to every Hogan employee. When you go to check out, add the coupon code that you are provided. If you purchase \$150 worth of product for example, you can use the coupon of \$135 and \$15 will be deducted from your check over four pay periods. But, if you purchase \$85 worth of product for example the left-over money (\$50) will be given as a Tremendous.com credit.

We hope to distribute the orders to everyone by the beginning/middle of November 2023. If you don’t order a gift by Friday, October 13th, we will assume you want the \$135 cash (the \$135 will be distributed through Tremendous.com).

PROJECT site visit



Paul Carter, the Youth Build Construction Tech instructor, from OTECH, invited Hogan's team to speak to his students on Friday, September 9, at the Pathways High School job site.

John Routson spoke to over 40 students from the school about construction safety, employment, apprenticeship programs, and the great opportunity the construction industry offers them.



401(k)

rollovers

WHAT IS A ROLLOVER?

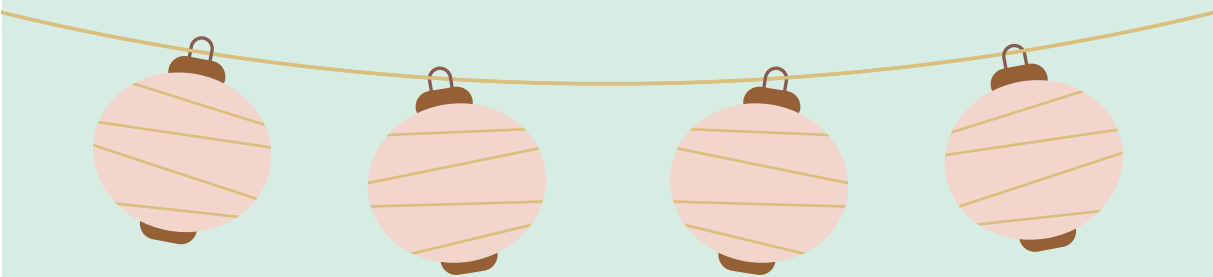
The rollover process moves money from one retirement plan or account to another, such as an individual retirement account (IRA) or employer retirement plan. To move your money, you'll need to request a withdrawal from your previous employer, then complete and send any necessary paperwork, in one of the following ways:

- **A direct rollover:** You request your workplace savings assets go directly to your new workplace savings plan or IRA. Taxes and penalties are not assessed during the transaction because the assets are not payable to you. Instead, your former employer makes the withdrawal check payable to the trustee or custodian of your new employer's plan or IRA.
- **A 60-day rollover:** You have your workplace savings plan assets paid directly to you, and the IRS withholds a mandatory 20% pre-payment for taxes. You then have 60 days to move the assets into an IRA or your new workplace savings plan to avoid paying income taxes as well as a 10% early withdrawal penalty. You need to replace the 20% withholding for federal income tax if you want to rollover your entire distribution. To avoid paying income taxes and penalties, you must complete the rollover within 60 days.

You can move most withdrawals except a minimum required distribution, a hardship withdrawal, a corrective distribution, or loans deemed distributions. Not all rollover types may be accepted into your current employer's plan, and rollovers will be subject to the rules, restrictions, administrative and investment fees, and investment availability of your current employer's plan.

To move money into Hogan's 401(k) plan or to move money out of Hogan's 401(k) plan, do the following.

1. Go to www.netbenefits.com
2. Add your username and password. If you haven't registered, click on "Register as a new user."
3. In the middle of the page, click on "View Summary."
4. Click on "Rollovers."
5. If you want to move money into Hogan's 401(k) plan, click on "Into my Hogan & Associates retirement plan" OR if you want to move money out of Hogan's 401(k) plan, click on "Out of my Hogan & Associates retirement plan."
6. At this point, follow the instructions given to you by Fidelity.



HOGAN'S HOLIDAY HAWAIIAN

LUAAU

couples-only employee event

Save the Date
FRIDAY, DECEMBER 1
more details coming soon

RSVP to Aaron Metcalfe
ametcalfe@hoganconstruction.com



IMPORTANT dates

Holidays

THANKSGIVING DAY

November 23

DAY AFTER THANKSGIVING

November 24

CHRISTMAS DAY

December 25

NEW YEAR'S DAY

January 1, 2024

Other Events

ESL CLASSES

Session 2 starts on October 16, 2023. Evening classes run Monday through Thursday from 6:00–8:30 pm for about 6–8 weeks.

SAFETY COMMITTEE MEETINGS

Hogan's safety committee meets the third Monday of each month, from 2:30–4 pm in the South conference room.

FINAL DAY TO ORDER CHRISTMAS GIFTS

October 13

FLU SHOTS

September 21 from 3–6 pm

401(k) OPEN ENROLLMENT

October 1

FLEX OPEN ENROLLMENT

Monday, October 23 to Friday, December 15
(*window to sign up for the flex plan in 2024*)

SAFETY PROCESSES CLASS

November 2 from 1–4 pm

COMMUNICATION SKILLS CLASS

November 9 from 1–4 pm
November 16 from 1–4 pm

COMPANY PARTY

December 1

APPRENTICESHIP PROGRAM (OPERATOR'S PROGRAM)

December 4

PRESENTATION SKILLS CLASS

December 7 from 1–4 pm