

HOGAN NEWSLETTER

CONSTRUCTION MANAGER | GENERAL CONTRACTOR

WINTER 2023

Learning to Disagree Better

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Social Media

Check us out and "like us"!



I had great time with everyone at the company Luau earlier this month. It was good to see so many of you. And a big "thank you" to those who worked so hard to make it happen. It was a very nice evening and an all-around success! Every time we get together as a company, it is humbling to see the number of individuals and families that rely on this company. We feel a profound responsibility to manage the company well and provide steady work for all our employees.

The construction industry is a place where conflict and disagreement are inherent in the work we do. There are conflicts in drawings. There are challenges with supply chains. There are frustrations with workmanship. Schedules seem impossible. All of this lends itself to potential conflict between people. Whether on the job site, with our co-workers or supervisors, with subcontractors or architects, or even with our extended families at holiday gatherings, personal conflict and arguments can damage important relationships and hinder progress. That is not to say that conflict and disagreement are bad and that alternate viewpoints are not valid. To the contrary, these things can be a strength to the team and bring about better solutions. The key is to avoid contention in our disagreements.

Earlier this year, Governor Spencer Cox, governor of Utah, introduced an initiative called Disagree Better. The principles embodied in this initiative apply not just to political disagreements, but apply to all of us as individuals and to us in our daily work. When I first heard this message, it resonated with me and I immediately wanted to share it with all my associates in the company.

Please take a moment to follow this link (www.youtube.com/watch?v=xEp84rcZQA1) or scan the QR code to watch Gov. Cox's introduction to Disagree Better. While he focuses on political conflict, listen to what he says from the perspective of any interpersonal conflict you face, whether at work or at home, or anywhere else. The entire video is only about a minute long.

Here's a link to more information about the initiative:
www.nga.org/disagree-better



SCAN ME

A couple of key principles from Governor Cox, that I commit to do better:

- Instead of calling names, be curious (to learn more about other ideas).
- Listen more.
- Attack ideas, not people.
- And most of all, treat each other with respect and dignity instead of contempt.

Will you join me in this effort? Doing these things will not only lessen the emotional drain you feel, but will forge a stronger ability to find the best solutions to the problems, which helps you to work (or live) toward mutual success. And that will bring you tremendous satisfaction.

As always, **thank you for being -- and teaching others to be -- productive, working safe and working smart!**

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



SAFETY
speaks

HI-VIZ ALLOTMENT FOR 2024

It is that time of year again to order hi-viz shirts and vests for 2024.

You can get eight hi-viz shirts (short or long sleeves or a combination) and two hi-viz vests.

To order your hi-viz shirts and vests, Hogan employees need to do the following:

1. Go to www.hoganconstruction.com.
2. At the top, click on "Employee Portal."
3. Click on "Hogan University." Add your username and password. *If you don't know your login, contact Laurie Orchard (lorchard@hoganconstruction or 801.450.5911).*
4. Once in Hogan University, to the right, click on "Company Store."
5. Once in, click on "Hi-viz allotment for 2024."

Orders must be made no later than **Friday, 1/12/2024**.



RECENTLY WON
project



Layton High School Addition & Remodel

The Layton High School Addition and Remodel project includes selective demolition, construction of a new single-story art and performing art spaces, new two-story classroom addition. Remodel of existing spaces for science classrooms. Remodel of existing CTE foods lab and Pro-Start kitchen. Remodel and expansion of existing commons space and associated site work.

Anticipated completion: December 2025

Project Team

DAVE ANDERSEN
Project Director

JARED BUCKLEY
Project Manager

DEVIN BOYCE
Superintendent

WADE CHILD
Field Engineer

EMILY ISOM
Project Assistant

BRIAN RICHARDS
Lead Estimator



ADVANCEMENT &

career development tools

In the Q3 2023 newsletter, a lot was said about Hogan employees taking the initiative and taking advantage of the opportunities and training that are offered at Hogan & Associates Construction. We want to continue this discussion in this newsletter.

Many of you are aware that Hogan will pay for half of the tuition for approved courses of study, including Construction Management and similar programs.

Beginning January 1, 2024, we want to introduce a similar benefit to those interested in *WELDING TECHNOLOGY PROGRAMS*.

To qualify, Hogan employees interested in welding technology programs must do the following:

- Pay your tuition upfront and submit for reimbursement at the end of the semester. Hogan will then reimburse the employee for half of the paid tuition and fees (***including the registration fee and student fees***). Hogan will NOT reimburse for books, tools, materials, or other expenses such as housing or parking.
- Receive a B- or better, or they will not be reimbursed.
- Work full-time for Hogan, averaging at least 30 hours or more each week to qualify. The student can be part-time at school.

There are many reputable Welding Technology programs in Utah. One program that is in proximity to employees who live in Utah County is the Mountainland Technical College (MTEC). Another program for employees living in Davis County is the Davis Technical College (DATC). The next page has some more information about the two Welding Technology programs.



MOUNTAINLAND TECHNICAL COLLEGE (MTEC)

In this program, you will learn about the more than 100 different processes that a welder can use to create the most effective type of weld based on the In the Welding Technology 900-hour certificate program, students receive hands-on safety, welding, and cutting instructions on various metals.

Instruction includes basic Oxy-Fuel Cutting (OFC), Gas Metal Arc Welding (GMAW), Shielded Metal Arc Welding (SMAW), Flux Cored Arc Welding (FCAW), Gas Tungsten Arc Welding (GTAW), and other thermal and mechanical cutting processes. Students also learn welding process-specific and shop safety practices, essential print reading, and the proper uses and applications of AWS welding symbols.

Typically, the duration of the program is 16 months. Since the program is competency-based, some students complete it sooner. Class options are 2:45-5:45 pm or 6:00-9:00 pm. Campuses are currently in Lehi and Orem with additional campuses coming to Payson and Heber City in 2025.

To enroll, do the following:

1. Go to www.mtec.edu.
2. Click on "Programs."
3. Scroll down and click on "Welding Technology."
4. Click on "Apply Now."

DAVIS TECHNICAL COLLEGE (DATC)

In the Welding Technology program at the DATC, students will receive hands-on welding and cutting instruction on various ferrous metals. Instruction will include basic Oxy-Fuel Cutting (OFC), Gas Metal Arc Welding (GMAW), Shielded Metal Arc Welding (SMAW), Flux Cored Arc Welding (FCAW), Gas Tungsten Arc Welding (GTAW), and other thermal and mechanical cutting processes. Students will also learn welding process-specific and shop safety practices, essential print reading, and the proper uses and applications of AWS welding symbols.

Typically, the duration is:

- 8 months @ 24hrs./wk.
- 10 months @ 18hrs./wk.
- 15 months @ 12hrs./wk.

The campus is in Kaysville, UT.

To enroll, do the following:

1. Go to www.davistech.edu.
2. Click on "Programs."
3. Scroll down and under "Manufacturing," click on "Welding Technology."
4. Click on "Start New Application." The program fills rather quickly, so check with Amy Loveland at the DATC (801.593.2494) for class availability

PROCORE CLASSES

Project Management

Based on feedback we have received from our employees, we will be providing Procore classes in February and March 2024.

This is required training for Project Managers, Project Engineers, Project Assistants and Superintendents. Please plan to attend the following classes for your position.

Dates:

PROJECT MANAGERS

Friday, 2/23/2024 - 9 am to 12 pm

PROJECT ENGINEERS

Friday, 3/1/2024 - 9 am to 12 pm

Friday, 3/8/2024 - 9 am to 12 pm

Friday, 3/15/2024 - 9 am to 12 pm

PROJECT ASSISTANTS

Wednesday, 3/6/2024 - 9 am to 12 pm

Wednesday, 3/13/2024 - 9 am to 12 pm

PROJECT SUPERINTENDENTS

Friday, 3/22/2024 - 9 am to 12 pm

Breakfast will be provided at 8:45 am.

How to sign up:

In Hogan University, do the following:

1. On the right, click on “*Project Management Classes.*”
2. At this point, find the Procore class and sign up. If you are a Project Manager for example, sign up for the class that is going to be held for Project Managers on Friday, February 23, 2024.

Where will the class be held: Centerville office training room

Instructor: Colin Young, *Project Engineer*

Note: These classes will be recorded and added to Hogan University. There will NOT be a Zoom option .

CLASSES

Time Management

In addition to the Procore classes, we will be providing a Time Management class this spring. The class is designed to teach employees essential skills and techniques for managing their time effectively. The curriculum will provide employees with practical strategies and tools to enhance their organizational and time management abilities. The class will include the following topics:

- Goal Setting
- Prioritization
- Procrastination
- Time Wasters
- Delegation
- Stress Management
- Work-Life Balance

This class is by **invitation only** to all Superintendents, Foremen, Team Managers and Leaders, Project Managers, Project Assistants, and Project Engineers.

When will the class be held: Thursday, April 11, 2024 from 1-4 pm.

How to sign up:

In Hogan University, do the following:

1. On the right, click on "**Project Management Classes.**"
2. At this point, find the "Time Management" class and sign up.

Where will the class be held: Centerville office training room

Instructor: Brett Horne, *General Superintendent*

Note: These classes will be recorded and added to Hogan University. There will NOT be a Zoom option.

FIELD EMPLOYEES

Paid Time Off (PTO)

Following the popular and very well received implementation of paid holidays for field employees a couple years ago, in July of this year, we introduced Paid Time Off (PTO) for field employees. This new benefit is designed to increase employee job satisfaction, help recruit and retain talented workers and allow employees to spend time with family.

We have expanded this PTO benefit for field employees. Beginning January 1, 2024, field employees are eligible for one week (40 hours) of PTO after one full year of employment with Hogan. Field Leaders (Foreman, Team Managers, Team Leaders) are eligible for an additional week (40 hours) of PTO after three full years of employment with Hogan.

The additional week of PTO for 20-year employees has not changed and remains in effect.

Additional details of this expanded field PTO benefit will be provided to project managers, superintendents, field leaders and all field employees in the next few weeks.

HOGAN'S

Company Party



2024

health assessments

The health assessments for 2024 have been scheduled! You will not need to fast; Orriant will adjust the test if you are not fasting. You can do the assessment at the following locations.

Monday, 3/25/2024 at Orriant's office from 12–7 pm

9980 South 300 West, Suite 100, Sandy, UT 84070

Tuesday, 3/26/2024 at the Syracuse Community Center from 3–7 pm

1979 West 1900 South, Syracuse, UT 84075

Wednesday, 3/27/2024 at Hogan's office from 2–7 pm

940 North 1250 West, Centerville, UT 84014.

Thursday, 3/28/2024 at Hogan's Office from 2–7 pm

940 North 1250 West, Centerville, UT 84014.

Friday, 3/29/2024 at hh2's office from 9 am–12 pm

2 East Center Street, Suite 200, Kaysville, UT 84037

Monday, 4/1/2024 at hh2's office from 9 am – 12 pm

2 East Center Street, Suite 200, Kaysville, UT 84037

Sign-ups will open on February 19, 2024. To sign up for these locations, do the following:

1. Visit www.orriant.com.
2. Add your username and password at the top of the page, then click "Login."
3. In your Wellness Dashboard, click on "Assessment" to schedule your health assessment.

INDEPENDENT HEALTH ASSESSMENTS

For those working out of town, or if you can't make one of the scheduled Orriant assessments, you may either:

1. Visit a certified health professional and complete an "Independent Health Assessment Form." See page 15 in this newsletter for the Independent Health Assessment form.
2. Use Labcorp, following the instructions on their form. See page 14 in this newsletter for the Labcorp form.

If you select health professionals, do the following:

3. Go to www.aetna.com to find a contracting Primary Care Physician PCPs.
4. Click "Login" on the top right, then click "Login" (again), or if you don't have an account, click "First-time users."
5. Click "Find Care & Pricing" at the top, then add "Primary Care Physicians."
6. At this point, you will be able to see all the PCP's contracting with Aetna near the designated city at the top of the list. (Change the city if needed.)
7. Make an appointment with a PCP, take the attached "Independent Health Assessment" form with you, and have the doctor complete it. You should only be responsible for a \$15 co-pay. Pay for the visit and give the receipt to Jared Morgan or Laurie Orchard to be reimbursed for the visit.

8. Send the completed form to Orriant:

Orriant 9980 South 300 West, Suite 100
Sandy, UT 84070
info@orriant.com | Fax: 801.574.2340

MEDICARE questions

If you are about to enter the confusing world of Medicare, you will likely have many questions. As you may have already noticed, there will be many companies vying for the opportunity to answer those questions ... and sell you further insurance.

Hogan’s insurance broker, Moreton & Company, offers our employees a no-cost Medicare consulting solution called “Sr. Benefits”. They will help you understand the Medicare options before you and explain what additional insurance coverage you may want to consider.

“Sr. Benefits” will make a commission only if/when a member elects to enroll them as their Broker/Consultant for all things Medicare. There are NEVER additional fees passed on to the member to elect a broker (any broker, for that matter, not just Sr. Benefits – unless the broker discloses there are additional fees).

Contact Sr. Benefits with questions.

(801) 523-6081

info@srbenco.com

www.srbenco.com/moreton

Questions for HR?

Get answers to your questions in real-time (Mon-Fri, 8 am-5 pm) by using the new chat function in Hogan University.

Select chat bubble in the bottom right corner of Hogan University and fill out the form pictured to the right.

Please fill out the form below and we will get back to you as soon as possible.

* Name

* Email

* Message

2024

employee recognition

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 through the years. One way we say thanks to our employees is through our Employee Recognition program.

The awards below are based on an employee's tenure with Hogan & Associates Construction. Congratulations to the following employees who will reach an important employment milestone in 2024!

Employees will receive their tenure award as indicated in the table to the right.

For the employees that will be reaching their one year milestone with Hogan in 2024, they will be notified a few weeks prior to their milestone, and they will be given \$500 through Tremendous.com.

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 (and every five years thereafter)	\$10,000

30 YEARS

JEFF **HINSHAW**
MARK **DEPRIEST**

20 YEARS

GROVER **BEGAY**
JOHN **COX**

15 YEARS

CARISSA **MILLER**
JOANIE **SLATTER**
TAMMY **INGRAHAM**

10 YEARS

PETER **CHAMBERLAIN**
MARLON **SHEPHERD**
ILDEFONSO **ARAMBULA**
RYAN **LAPP**
SAM **ROBERTS**
JOHN **SHEPHERD**

5 YEARS

DEANGELO **HOLLAND**
TY **STARK**
RICK **SANDBERG**
BRIAN **RICHARDS**
WILL **WOOD**
HADEN **OLSON**
JASON **ROBERTSON**



From left to right: Paul Stoddard (started with Hogan on January 1, 2008), Justin Walters (started with Hogan on June 13, 2018), Ty Stark (started with Hogan on August 26, 2019), Randy Ferrin (started with Hogan on August 14, 2023)

GET TO KNOW HOGAN'S **Finish/Door Crew**

Meet Hogan's Finish/Door Crew! Hogan has recently put together a dedicated finish/door crew. This crew will not replace jobsite carpenters, however the future goal is to have 2 or 3 of these crews which can move job to job to help with door frames, doors and hardware, as well as finishes. They will also be available to precut parapet materials and blocking at the shop. Our goal is to have crews that can install doors and finishes quickly to better serve our customers and the schedules. Thanks Paul, Justin, Ty and Randy for all your hard work and dedication!

The marketing team would like to thank them for their recent internal job installing the doors in the marketing studio!

Paul Stoddard enjoys riding his Harley Davidson motorcycle. In 2024, he will have worked with Hogan for 17 years.

Justin Walters is a Father of new baby Rowan and goes fishing in his free time.

Ty Stark is an avid fan of the Utes and enjoys music and dirt biking.

Randy Ferrin enjoys spending time fishing and in the outdoors with his family.



MEET

Mark London

We are excited to introduce Mark London as a member of Hogan's management team. Mark started with Hogan in September after spending 25 years in the petroleum industry with Sinclair Oil. He has a strong background in system integration and joins Hogan as Director of Business Infrastructure and Analytics. He will work closely with all the companies in the Hogan organization to make sure the appropriate systems are implemented, configured and integrated so that information flows seamlessly and give company and project leaders the information they need to make sound decisions and drive operational efficiency at every level.

Mark earned an MBA from Utah State University. He is married to his high school sweetheart, Stacie and together they have four children. He is an avid USU fan and loves to attend USU football games. He likes snow skiing and is an amateur photographer for a hobby.

IMPORTANT dates

Holidays

Holiday pay is a discretionary benefit granted by Hogan to full-time (on average 30 plus hours per week) exempt and nonexempt employees. Hogan & Associates Construction will observe the following holidays in 2024:

NEW YEAR'S DAY

Monday, January 1, 2024

MEMORIAL DAY

Monday, May 27, 2024

INDEPENDENCE DAY

Thursday, July 4, 2024

LABOR DAY

Monday, September 2, 2024

THANKSGIVING DAY

Thursday, November 28, 2024

DAY AFTER THANKSGIVING

Friday, November 29, 2024

CHRISTMAS

Wednesday, December 25, 2024

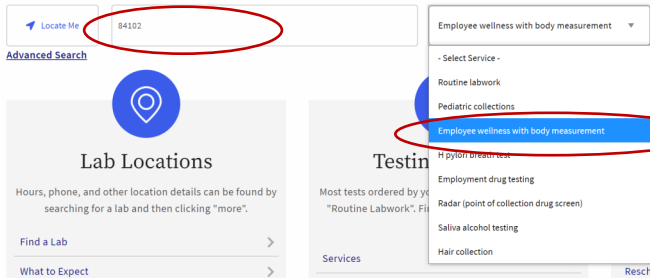
NEW YEAR'S DAY

Wednesday, January 1, 2025

LABCORP: Steps

1

Go to www.LabCorp.com. On the main landing page, select “Labs & Appointments” then “Make an Appointment”, enter your address or zip code and select “Employee Wellness with Body Measurement”.



IMPORTANT: You must select lab type: “Employee Wellness”

2

Select your desired location and schedule online or call the location to schedule an appointment. For employee wellness screenings, it is **HIGHLY** recommended that you schedule an appointment. If you are scheduling online, follow the prompts to finalize your appointment.

3

For financial responsibility, please select the last option as Orriant will be billed for this service.



I have already paid or someone else is responsible.

This includes uninsured COVID-19 Semi-Quantitative Antibody Testing, pre-paid services (e.g., Pixel by Labcorp™), drug screens, wellness visits, or services billed to my physician.

4

Fill out the attached LabCorp order form. **You do not need to fill in your insurance information as this test will be billed to Orriant.** Find the doctor that has your state listed and circle. (For example, if you live in Texas you would circle “SIMMONS, WALTER NEIL)

5

Please take your LabCorp order form to your appointment. All results will be sent directly to Orriant within 3-5 business days. Orriant will be reaching out to you to review your program requirements.

6

If you have not heard from Orriant within 7 days, please reach out to confirm that Orriant has received your results. Please also make sure that your contact information is up to date in your Orriant account.

TESTS THAT WILL BE PERFORMED— Venipuncture for Lipid Panel; Height; Weight; BMI; Waist Circumference; Blood Pressure

To participate, please complete the three steps below.
All steps must be completed by **APRIL 26, 2024** or you may become ineligible for the wellness discount.

STEP 1 COMPLETE A HEALTH ASSESSMENT

Have a verifiable health professional complete page 2 of this form. All information is required to enroll for the wellness incentive. Keep page 1 for program info.

Assessment results must be dated between:
JANUARY 1, 2024 - APRIL 26, 2024

Forms must be received by, and will not be accepted after:
APRIL 26, 2024

Please mail or fax completed form (page 2 only) to:

✉ Orriant, 9980 S 300 W, Suite 100
Sandy, UT 84070

✉ Email: info@orriant.com

☎ Fax: (801)574-2357

STEP 2 CONTACT ORRIANT

Contact the Orriant Support Team at (888) 346-0990 to confirm your form was received.

If you don't already have your login credentials to your personal Orriant account, the Orriant Support Team can provide them to you during this phone call.

Username: _____

Password: _____

STEP 3 MAINTAIN YOUR INCENTIVE



ORRIANT SNAPSHOT

1. Log in to MyOrriant.com and click SNAPSHOT within the drop-down menu.
2. Answer the approx. 40 questions. Summary page will signal completion.

COMPLETE SNAPSHOT BY 4/26/2024



HEALTHY HABITS ROAD MAP

Log in to MyOrriant.com, click Menu click Health Promotion to see activities.

- Q1: January 1 - March 31
- Q2: April 1 - June 30
- Q3: July 1 - September 30
- Q4: October 1 - December 31

Health Assessment and Snapshot fulfil all 30 points in the checked quarter.

COMPLETE 30 POINTS FROM HABIT MOUNTAIN in every quarter listed above. See options online!



_____ is going along to help me on my road to health.



I have the tools! I am ready to go!

RECOMMENDED BIOMETRIC VALUES	IDEAL	NORMAL
Tobacco:	No Use	
Total Cholesterol:	<170	<200
HDL: ("good" cholesterol)	>60	Men: >40-60 Women: >50-60
LDL: ("bad" cholesterol)	<100	<130
Triglycerides:		<150
Cholesterol Ratio:	<3	<5
Blood Glucose:	<100	Pre-Diabetic: 100-125
Systolic Blood Pressure:	<120	
Diastolic Blood Pressure:	<80	
Body Mass Index:	Normal: 19-25 Overweight: 25-29 Obese: >30	
Percent Body Fat:	Men: 8-20% Ages 20-39: 8-20% Ages 40-59: 11-22% Ages 60-79: 13-25%	Women: 21-32% 23-32% 24-32%

Have questions?

WEBSITE
MyOrriant.com
EMAIL
info@orriant.com

PHONE
888-346-0990
FAX
801-574-2357

ADDRESS
Orriant
9980 S 300 W, Ste. 100
Sandy, UT 84070

HOURS (MOUNTAIN TIME)
Mon-Thu, 8 am - 6 pm
Fri, 8 am - 5:30 pm

