

It's the People that Make Hogan Great

Highlights

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Social Media

Check us out and “like us”!



At Hogan, we value the safety and well-being of, and our relationship with our people. We have built our company culture and policies in support of this core value. There are many skilled, knowledgeable, and loyal employees that have been with us for decades. We have been planning for the time when they decide to hang up their tool-belt and move into their next phase of life, riding into the post-career sunset of retirement.

In the first few months of this year, there are several people who have recently made that decision to retire. I want to express both personally and on behalf of the company our sincere gratitude to each of them for their decades of hard work and dedication to the company, some of whom have given most of their working lives to make Hogan what it is today. It is on their foundation that we continue to build into the future.

- Tracy Heun is retiring in March after 13 years.
- Tammy Ingraham is retiring in June after 15 years.
- Paul Stoddard, retired in February after 16 years.
- Dwight Packard, retired in January after 25 years. I remember working with Dwight on the Questar Office Building and Deseret News Building projects in downtown SLC in the early 1990's.
- Laurie East is retiring in March after nearly 40 years. I remember working with Laurie as corporate treasurer through the tedious and complex process of setting up Hogan as a new company with its accounting system, cost codes, payment processes and everything else.
- Gil Graser retired in February after 43 years. I remember working with Gil in the early 1980's under the legendary leadership of Richard Hodson at LDS Hospital when I started as a young laborer sweeping floors.

Laurie and Gil were both with the company back in the old Hogan & Tingey days and have been key players in the success of Hogan & Associates Construction through the transition in 1995 and beyond. Fond memories! As a company, we have sure come a long way since those early days in the old Ideal Cement batch plant on the West end of Parrish Lane (where the Legacy Highway overpass is now).

We are so grateful for each of them and wish them the very best in their new endeavors.

As we look toward the future and continued growth and success, I would like to encourage all of you experienced, senior people to make a special effort to find someone younger to mentor and train. Someone you see has potential for more responsibility. And you younger people, find a senior leader you admire and ask them to be your mentor. Then work hard and ask questions of your mentor so you can advance your skills, communication and leadership. You, the younger "associates" are the future of Hogan & Associates Construction.

Thanks to each of you for your personal loyalty and dedication. I know you have a choice where to work and I'm glad you're on the Hogan team as we work together toward success. The future is bright and I am excited about where we are going and what we are accomplishing together!

As always, thank you for being productive, working safe and working smart!
And remember: We're here to help!



2024 important dates

APR 1	Open enrollment (medical, dental, 401(k))
APR 11	Time Management class (taught by Brett Horne from 1-4pm in the upstairs training room) *
MAY 27	Memorial Day (Hogan Holiday)

**The time management class will be for office employees, superintendents, project foremans, team leaders, and team managers*



SAFETY speaks

When an employee sustains a work-related injury, it can significantly disrupt their ability to perform their job. The consequences of a work-related injury can be profound.

Our Safety Mission statement is below. When we say that we value human life over profit, we truly mean it! Hogan does invest a lot of time, money, and other resources to support this value.

- HOGAN & ASSOCIATES CONSTRUCTION VALUES HUMAN LIFE OVER PROFIT.
- WE INVEST TIME, MONEY, AND OTHER RESOURCES TO SUPPORT THAT VALUE.
- WE EXPECT EACH OF OUR EMPLOYEES AND SUBCONTRACTORS TO SIMILARLY THINK AND WORK TO SUPPORT THAT VALUE.

Compared to 2022, in 2023 we worked an additional 88,517 hours. With that said, with the increase in hours in 2023, there was no Hogan employee that wasn't able to work because of a work-related injury. We had zero "lost days" in 2023. See below.

Although Hogan invests a lot of time, money, and other resources in safety, it ultimately begins with each and every employee making the conscious choice to prioritize safety every single day. Safety is a collective effort, and individual commitment plays a crucial role in maintaining a safe environment.

	2020	2021	2022	2023
Work Hours	503,318	477,866	449,615	538,132
Average Number of Employees	239	224	219	240
EMR	0.95	0.73	0.61	0.60
Days Away from Work	0	3	0	0

The construction industry average is 1.0. Kind of like a credit score, the EMR is used to adjust workers' compensation premiums. The lower the EMR, the more we save on insurance.



RECENTLY WON projects



Davis School District Farmington & Davis High Teen Center's

When Hogan found out about the number of teens in need of a safe space, we quickly got involved to construct teen centers at six Davis high schools. Hogan will be continuing this work at Farmington and Davis High School.

The teen centers give students experiencing housing insecurity the resources they need.

Anticipated completion: August 2024

Project Team

SCOTT BRYNER
Project Manager

MARK RILEY
Superintendent

QUENTIN LAMB
Project Engineer

EMILY ISOM
Project Assistant

RICK SANDBERG
Lead Estimator

Weber School District Roy High Teen Center

Hogan will also be continuing to build teen centers in Weber School District.

We built a teen center at Two Rivers High School, the district's alternative high school, in 2023. We will soon start construction on a teen center at Roy High School.

Anticipated completion: August 2024



Project Team

JARED BUCKLEY
Project Manager

WADE CHILD
Superintendent/Field Engineer

EMILY ISOM
Project Assistant

ROSS COX
Lead Estimator

2023

seasoned employee annual safety award

The SEAS award is given at the end of each calendar year to field employees who complete each month's assigned coursework and safety handbook reading assignments for the year.

The SEAS awards grow in value the more years the employee has been with Hogan.

The award levels, based on years with Hogan, are:

- Years 1 through 3: \$100 each year.
- Years 4 and 5: \$150 each year.
- Starting in your sixth year with Hogan, you get \$300.

Congratulations to the following Hogan employees who completed each month's assigned coursework and safety handbook reading assignments for 2023.

1-3 YEARS

BRETT DAVIS	BRANDON CLARK
COLTON RYDSTROM	GREGORY CHAD DAVIS (Jr.)
DANNY PETERSON	IOANE MAHE
DAVID TAYLOR	JACOB CAMPBELL
DOMINIC BITAH	JAMES WILCOX
GARRETT JAMES	JERICO JACKSON
GREG DAVIS (Sr.)	JUSTIN MCMICHAEL
KADEN TAYLOR	KEMPTON FLYNN
NASH GOLON	LUKE WELLS
PHILIP LEE HOWLAND	RANDY FERRIN
RAYMOND MCMICHAEL	RODNEY MAHE
WILLIAM HARRISON	TABOR PORTER
AARON FAIL	WILL NUMBERS

4-5 YEARS

AUSTIN **SHARPE**
DIEGO **ORTIZ**
JUSTIN **WALTERS**
NATHAN **ROPER**
RICK **EWER**
TY **STARK**
WILL **WOOD**

6+ YEARS

AARON GURNEY	BOB BENNION	CABALLERO	DERRICK WADE
ALBERTO FLORES	BRADY PARKER	CARLOS LANDAVERDE	DEVIN BOYCE
ALLEN WALTERS	BRANDON WRIGHT	CHAD CLOWARD	EDUARDO JIMENEZ
ANDREW BOYCE	BRET JOHNSON	DAN MERRILL	ETHAN HIRSBRUNNER
ANTOINE CABLETON	BRET MORGAN	DAVE WILDE	EVERARDO HERNANDEZ
ARMANDO ALARCON	CAM KROEGER	DAVID INGA BRUNO	FRANCISCO CRUZ
BERNABE ACEVEDO	CARLOS		GAYLEN FAWSON

SEAS

continued

6+ YEARS

GREG **BUTCHER**

HANS **GRANADOS**

JARAMIE **RYDSTROM**

JARED **BOYCE**

JEFF **WILSON**

JEFFREY **HINSHAW**

JOHN **SHEPHERD**

JOSE **DELGADO**

JOSE **GARCIA**

JOSHUA **MURPHY**

KELLIE **MUNOZ**

KELLY **HALL**

KEN **GRIFFITH**

KRIS **LYMAN**

MARK **DEPRIEST**

MARK **WARR**

MARLON **SHEPHERD**

MICHAEL **JOHNSON**

MIGUEL **SOZA**

PAUL **STODDARD**

ROSCOE **HULL**

RYAN **GREENFIELD**

RYAN **LAPP**

RYAN **MILLER**

SAM **ROBERTS**

STEPHEN **SPENCER**

TAMMY **INGRAHAM**

TRAVIS **BARNES**

TRAVIS **MORGAN**

WILFRED **NEZ**

HOGAN'S SERVICE PROJECT

for Weber School District



On Tuesday, December 19, 2023, we were able to drop off two truck loads of food to the Weber School District. The food collected from our employees will benefit the students in the Weber School District who identify as homeless.

We had a lot more boxes of food than shown above. Thank you to everyone who donated! The staff at the Weber School District foundation were shocked at how much food was donated to them by Hogan employees and they were so grateful for everyone's generosity.

WITHIN 30 DAYS

report life events

Is it possible to make changes to your benefits mid-year?

After the enrollment deadline, your election is generally irrevocable, meaning you cannot add, modify, or drop coverage for the plan year. You may have a special enrollment right allowing coverage changes for certain losses of coverage eligibility under another plan, or if you gain a new spouse or dependent.

You also may be entitled, or required, to change your election if you, your spouse, or dependents experience one of the qualifying change events listed below. However, you must contact Human Resources to determine if your plan and circumstances allow such a change. If so, you must complete and submit the change by logging on to the online enrollment portal withing 30 days.

If you need assistance with this, please contact HR.

Qualifying Changes: (30 days unless otherwise stated below.)

- Marriage, divorce, or legal separation;
- Change in number of dependents (e.g., Birth or adoption of a child or another change in the number of dependents);
- Change in employment status of employee, spouse, or dependent that causes loss of eligibility;
- Dependent ceases to satisfy eligibility requirements;
- Change in residence that causes loss of eligibility;
- Significant changes in company benefit plan(s), including cost change, significant coverage curtailment, additional or significant improvement of company offered benefits;
- Change in coverage under another employer plan (including mandatory or optional change initiated by your spouse's employer or a change initiated by your spouse or domestic partner);
- Loss of coverage from government plans/programs or educational institution;
- COBRA qualifying event (termination/reduction of hours, employee death, divorce/ legal separation, ceasing to be a dependent);
- Other changes resulting from a judgment, decree, or order;
- Medicare or Medicaid entitlement;
- FMLA leave of absence;
- Loss or gain of CHIP or Medicaid subsidy eligibility (60 Days)

APRIL 1, 2024

open enrollment

It's time again for open enrollment for our healthcare plans. Hogan pays 80% of the medical premium for the employee and family on our standard plan. There is an additional monthly premium for those who choose to participate in the "buy-up plan." If you and your partner choose to participate in the wellness program, Hogan will pay 100% of the medical premium. Our medical plans are with Aetna Health Plans. In addition, it is time for open enrollment with our dental plan. The cost to participate in the dental plan per month is shown below. Our dental plan is with EMI Health (Educator's Mutual).

Please note: If you are currently enrolled in one of Hogan's healthcare plans or dental plan and you don't have any changes to make, i.e., add dependents or change which plan you're on, there isn't anything you need to do during open enrollment.

However, if you need to add dependents to your medical or dental plan, switch from the standard medical plan to the buy-up plan, or enroll in dental or medical if you are not currently participating, this is your only opportunity in 2024.

Also, this is your one opportunity in 2024 to participate in the High Deductible Health Plan (HDHP) and Health Savings Account (HSA). If you need to make changes to your medical or dental plans, you will make those changes through Arcoro/InfinityHR.

Please note: You cannot participate in the High Deductible Health Plan (HDHP) and Health Savings Account (HSA) if you are currently participating in the Flexible Spending Account (FSA).

On Monday, March 18, 2024, you will receive an email from Arcoro/InfinityHR with instructions. The window to make changes will be from Monday, March 18, 2024 to Sunday, March 31, 2024.

When you receive the email, do the following:

1. If you are a first time user, click on "First Time User" and create your login. If you forgot your User ID or Password, click on "Forgot / Reset User ID or Password."
2. Click on the "Events available" drop down menu and click on "Open enrollment" and click on "Begin event." At this point, you will be able to make changes to your medical and dental plans. If you choose to participate in the HDHP and HSA, this is where you will sign up.

Aetna Standard Plan		
	Participants	Non-Participants
Single	\$ -	\$119.65
2P	\$ -	\$251.28
Family	\$ -	\$358.97
Aetna "Buy-Up" Plan		
Single	\$62.52	\$126.31
2P	\$131.30	\$265.25
Family	\$187.57	\$378.93
High Deductible Health Plan/Health Savings Plan		
Single	\$ -	\$90.94
2P	\$ -	\$190.97
Family	\$ -	\$272.81
EMI Health Dental Plan		
Single	\$ -	
2P	\$40.50	
Family	\$70.00	

aetna - updated benefits

Save Money on Your Next MRI!

When you visit your provider and it's determined that you may need an MRI, many times the provider will hand you an order and point you in the direction of where to go to get the MRI. In many cases, it's at a hospital.

Did you know you can elect where to have your MRI from multiple in-network facilities? You have a choice – and your choice can save you money!

Effective 4/1/2024 there has been a change to your Hogan & Associates Construction medical plan benefit that will dramatically help with the cost of an MRI provided the following conditions are met:

1. Receive a doctor's order for an MRI (and a pre-authorization, if applicable)
2. Complete the MRI at an in-network stand-alone Imaging Center (vs. a hospital or inpatient facility) and your cost will be:
 - \$500 Base Medical Plan - \$15 Co-pay
 - \$250 Buy Up Medical Plan - \$15 Co-pay
 - \$3500 HDHP Medical Plan - Covered 100% after deductible

Again, standard Doctor's Order and pre-authorizations through Aetna will apply. It is important to note if you get your MRI completed at a hospital or other facility not considered a stand-alone Imaging Center, **your cost will be 20% after deductible has been met.**

Once you have your MRI, you will be given a radiology report. The report should be taken to your doctor to discuss the findings and the best direction to take whether that includes treatment or no treatment. Many Imaging Centers offer consultation options to discuss the findings of your report over the phone or in person with a doctor for an ADDITIONAL FEE. If you choose to meet with the doctor from an Imaging Center, you will be responsible for this ADDITIONAL FEE.

For your convenience, below you will find a list of in-network, stand-alone Imaging Centers in your area.

Please see in-network imaging centers on the next page.

UPDATED BENEFITS **continued**

In-Network Imaging Centers:

First Choice Imaging (Wasatch Imaging & Tooele Valley Imaging) – Sandy & Tooele, UT

(801) 572-7629 | 9844 S 1300 E #175 Sandy, UT 84094

www.wasatchimaging.net

(435) 882-7674 | 2356 N 400 E Bldg B; Suite 103 Tooele, UT 84074

www.firstchoice-imaging.com/locations/tooele

RAYUS Radiology – Multiple Locations from Ogden to Springville, UT; See below:

(801) 563-0333 | 6030 Fashion Point Drive So. Ogden, UT 84403

(801) 869-5630 | 2071 N Main St. Suite 100 Layton, UT 84041

(801) 563-0333 | 729 King St. Suite 100 Layton, UT 84041

(801) 563-0333 | 1178 Brickyard Rd. Salt Lake City, UT 84106

(801) 869-5630 | 3702 S State St. Suite 111 Salt Lake City, UT 84115

(801) 288-9671 | 6243 S Redwood Rd. Suite 130 Taylorsville, UT 84123

(801) 563-0333 | 10696 S River Front Pkwy South Jordan, UT 84095

(385) 253-4586 | 12842 S 3600 W Suite 100 Riverton, UT 84065

(801) 563-0333 | 1982 W Pleasant Grove Blvd. Pleasant Grove, UT 84062

(385) 398-7900 | 556 S 1750 W Springville, UT 84663

www.rayusradiology.com/market-utah

Valley Imaging / Mountain Medical – Ogden & Murray, UT

(801) 475-4552 | 1486 E Skyline Drive, Suite 100 So. Ogden, UT 84405

(801) 713-0600 | 5323 S Woodrow Street, Suite 100 Murray, UT 84107

www.mtnmedical.com

Blue Rock Medical / Alpharad – Provo, UT

(801) 229-2002 | 3152 N. University Ave Provo, UT 84604

www.bluerockmedical.com

Radiology Center of Revere Health – Provo & American Fork, UT

(801) 812-4624 | 1055 N 500 W Building C #112 Provo, UT 84604

(801) 492-5993 | 1175 E 50 S #141 American Fork, UT 84003

www.reverehealth.com/specialty/imaging

Note: Provider list subject to change; please confirm in-network status of provider with Aetna prior to visiting a facility/provider. Standard pre-authorizations will apply. Refer to your medical plan documents for details or call Aetna at 877-204-9186.

CLASSES

procore classes

At Hogan, we value Professional Excellence. In support of that value and in response to employee feedback, we continually work to develop and implement training programs and classes for our employees. In February and March of this year, we held several Procore classes for all Project Managers, Project Engineers, Project Assistants and Superintendents, with the goal of increasing efficiency, reducing project administrative burden and standardizing project data.

We had good attendance and positive feedback. Thank you to all those who made the time to attend. This effort will allow Hogan to implement additional tools to further reduce project administration efforts and increase efficiency which will allow project teams to spend more time on the thing that matters most: constructing buildings.

We continue to develop and provide additional training according to your feedback. Please send your suggestions to Brett Horne and Jared Morgan.



EMPLOYEE highlights

In the first few months of this year, several of our "associates" have announced their retirement after many years with Hogan. We are very grateful to Gil Graser, Laurie East, Dwight Packard, Paul Stoddard, Tammy Ingraham, and Tracy Heun for decades of hard work and unwavering commitment to our company. They exemplify our company values and have laid a foundation on which the company will continue to build on for decades to come!

We wish them the very best in this next chapter of their lives!



GIL GRASER
Senior Superintendent
43 years



LAURIE EAST
Office Manager
39 years



DWIGHT PACKARD
Vice President - Risk Management
25 years



PAUL STODDARD
Finishes Team Leader
16 years



TAMMY INGRAHAM
Fleet Manager
15 years



TRACY HEUN
Bid Coordinator
13 years

MEET HOGAN'S IT Department

What is IT? Here at Hogan, IT basically covers anything with a power cord! From phones, laptops, servers, and the internet to software, TVs, and security—they do it all! As we continually transition to more of an online and immediately available data world, Hogan's IT department focuses on helping Hogan employees become more efficient and better connected to do their jobs. IT does a lot of behind-the-scenes and after-hours work to keep everyone's devices and back-office systems working. As always, our IT department's goal is to help the company stay connected and accessible to the data needed to complete each of our individual jobs and responsibilities! As always, when in doubt, reach out! We're here to help!

Taylor Crockett is our IT Manager. He has four kids, ages 5-21. Taylor enjoys playing soccer, which he also used to coach for many years. Taylor enjoys traveling to warm destinations since he got a lifetime of cold growing up in Alaska. As many in the office know, Taylor enjoys a good fritter and loves bringing a few to share with colleagues on what he calls "Fritter Friday."

Mark London is married with four children, ages 17-26. Mark loves to travel around the world and spend time with his family. Mark is an avid USU fan and loves to attend USU football games including an annual trip to an away game at the big college schools around the country. Mark enjoys snow skiing at Snowbasin and Powder Mountain. Mark's hobbies are around tech gadgets and especially photography.



Taylor Crockett (left), Mark London (right)

Mark's title is Director of Business Infrastructure & Analytics, but that doesn't really help anyone know what he actually does! As the construction industry becomes more and more technology-driven, what Mark does has become essential to the company's success. Mark oversees the selection, implementation and innovative use of the technology, systems and tools throughout the entire Hogan organization to collaborate and share critical data so leaders at all levels can make important decisions that affect the overall performance of the company.

Nothing will ever replace actual people on site, doing physical work to build our projects, but these technology systems help everyone work effectively as teams and receive the resources they need from their leaders.

ENR AWARDS
projects

Congratulations to everyone who worked on these projects. Your excellent work is recognized by the industry and makes all of us proud to be part of Hogan and our work to "build communities"!



MILLCREEK COMMON PHASE I
Best Landscape/Urban Development



BRIGHTON HIGH SCHOOL REBUILD
Best K12 and Safety Award of Merit



USU MOAB ACADEMIC BUILDING
Best Higher Education



MOUNTAIN AMERICA
Best Sports/Entertainment