

The ReConnection

ReCon Management Services, Inc.
ReCon Engineering, Inc.

From the President's Corner

by Roger Boyette

Welcome to our seventh edition of "The ReConnection." I can hardly believe that another quarter of 2008 has passed. I continue to be overwhelmed by how fast time is passing us by. We will be shopping for Christmas shortly and then ringing in 2009 before a blink of the eye. Well enough of that, let's get down to business.

We have completed our financials for 2007 and I am happy to announce that ReCon has contributed \$250,000 to our ESOP for 2007. This means that in two years \$450,000 has been placed in our ESOP fund. Each eligible employee will be receiving a certifi-

cate indicating the amount that has been issued in his/her name into the ESOP. This is just the beginning and we look forward to developing a premier program that will be beneficial to all.

Remember this is in addition to our 401k in which ReCon contributed \$247,000 in 2006 and \$318,000 in 2007. Over the past two years over a \$1,000,000 has been contributed to your retirement programs. **"God is good, all the time."** You can't beat that return in the stock market. ReCon values each one of you and I believe the numbers prove that.

We are three-quarters through 2008 and God continues to bless us with record sales. We ended the first three-quarters of the year with sales in excess of \$24 million and we are approximately \$4.5 million ahead of where we were last year through the end of September.

As I always say, you are the best of the best and it is a privilege to know and work with each and every one of you.

Thanks, Roger



Daylight

Savings

Time ends

November 2, 2008

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Fall back!

Credit Crisis/Investments Got You Down

Everyone wants to blame everyone else for the credit crisis that we see going on in our country. I believe everyone shares a part of the blame. We depend too much on credit, instead of paying cash. How many times do we put ourselves in a financial bind because we want it now and can't wait until later? Yes, the banks changed their criteria for loaning people money but shouldn't that person be responsible in knowing what they can or can't afford? God warns us in His Bible about credit and owing others. We should develop a budget for ourselves and stick to that budget. We should only make those purchases that we need and that we

have prayed about. If you are concerned about our country and the state we are in, please pray for wisdom for our leaders. Again, we can't fault others if we are not willing to give our time to vote and/or to pray for them.

Stress has taken over our lives because we have to have more and more. We are never satisfied. Our children have to be involved in every activity imaginable. I believe we have this stress because we have lost site of who we are and why we are here. One of the best books (other than the Bible) I have ever read is "The Purpose Driven Life" by Rick Warren. In the book he

defines who we are and why we are here. We are God's children, His creation, and we are here to serve Him. The job, everything else we do is secondary to this. If you want joy and peace, even during this time of turmoil, turn to God. He is in control and He wants us to trust Him for everything and every day of our life.

Thanks, Roger

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ReCon Employee News



Benjamin and Morgan, son and daughter of Kelli and Brandon David, attended a veteran's program at the Jennings Veteran's Home. Bobby Jindal was the Guest of Honor.

WOW! Our United Way campaign is now underway and our employees have opened their hearts and helped to make this campaign very successful already! Our goal is \$16,305 and we have pledges totaling \$20,909! This year we had an early bird pledge drawing for a \$20 gift card and Becky Jacobson was the lucky winner. It's not too late to participate! Every person that makes a pledge to United Way will receive a T-shirt with the ReCon logo and the United Way emblem. Anyone that donates \$50 or more has a choice of a flashlight with tool set or a fleece blanket embroidered with the ReCon logo. Fair share participants will also have an opportunity to have their name in a drawing for a \$50 gift card in addition to one of the gift choices noted. Thank each of you that participate in this worthy cause!



Live United—it's what we do!



Congratulations go out to Tim and Beth Domingue on the arrival of their new daughter Matilyn, born September 5, 2008, weighing 7 lbs. 3 oz. Siblings Gavin, Zachary and Katlyn are also very proud of their new sister. Proud grandparents are Darrell and Jackie LeBlanc, who now have 13 grandchildren. Congratulations to everyone on Matilyn's birth!



Jeremy and Kellie East welcomed Layla Nichole on September 10, 2008. Layla weighed 8 lbs. 1 oz. and measured 20 ¼", and joins big brother Christian. All is well with mom and baby. Congratulations to the East family!



Sydney Alexis Cobb was born September 8, 2008, to Melissa and Kiley Cobb. Big brother Slade is shown holding and welcoming the new arrival to their family. Sydney weighed 6 lbs. and was 19-1/2" long. The proud grandparents are Reggy and Cindy Saxon. Our congratulations to everyone on the birth of Sydney!



It's never too late to get in shape! ReCon employees are entitled to special rates at Dynamic Dimensions. They offer a weight room, group fitness, pool, exercise equipment, etc. There is also a smoothie bar available, as well as a daycare onsite to watch your little ones while you work out.

The cost is \$35/month for an individual and \$50/month for a family with a 12 month agreement. An additional \$5/month can be paid for 24 hour access to the weight room. Call 527-5459 in Sulphur or 855-7708 in Moss Bluff to sign up today!



Thanksgiving

Pilgrims and Indians were the first.
Happiness and friendship, they would nurse.
The Pilgrims were taught the farming ways,
Then shared a meal of turkey and maze.
For a short time, they made amends.
With the gathering, they were friends.
From each other they could learn
The peace both did yearn.
On that first day, all was one
As they lay down the arrow and gun.
I thank those who had the sight
To get along without the fight.

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Lake Area Model Railroaders

by Phillip Leger



Phillip Leger, a ReCon employee that works at Georgia Gulf, is a member of the Lake Area Model Railroaders. The club is about 20 years old and has been meeting at members' homes and at the Old Club Layout. The group had an opportunity to move into the Children's Museum, located in downtown Lake Charles, LA. They have started on a layout that will be interactive with the children. The railroad named Sweetlake and Gulf is 24' x 48' and has twelve (12) 4' x 4' glass windows where the public can see the railroad. The railroad is a work in progress. The club meets on Tuesday evenings just to do work. They meet on Saturday mornings to do work and run the trains for the kids. The railroad is also set up so that when no one is there, there are several buttons on the outside of the layout where the children can run the train by pushing a button and listen to the kids playing in a playground, as well as hear the saw mill, listen to the farm yard sounds, and the cattle in the stock yard. They have a logging area named Long Bell where they have just installed a tree that when the kids push a button the tree will fall over. It stands back up after 15 seconds. The group has plans to install a bell for the church in downtown Sweetlake as well as street sounds. There is a movie theater downtown modeled after the Dixie Theater that was located on Railroad Avenue. Along the old Southern Pacific Railroad and the bridge was modeled after the one that went to DeRidder from Lake Charles. In the near future there are plans for a thunder storm with lightning. The club is working on two large yards to be able to run several trains at once. They are working on a computer control system to be able to run like the real railroads, with a switch list and time schedule. The club also has plans for a haunted house with sound and light effects.

If you would like to see the layout please visit the Children's Museum on Saturday mornings at 10:00 a.m. If you would like to see the layout close up, be sure to talk to one of the members there and he will be glad to give you a tour behind the scenes. Phillip Leger can be contacted at (337) 494-1946 after 6:00 p.m. for more information.

Better Business Bureau Advice to End Unwanted Junk Mail

Junk mail is a nuisance and also presents an opportunity for ID thieves to steal important personal information. There are several steps consumers can take to reduce the amount of unwanted mail and the possibility of identity theft. The BBB recommends consumers always shred unwanted personal and financial documents and take the following steps to reduce the amount of junk mail they receive that could fall into ID thieves' hands:

Pre-Approved Credit Card Offers: Pre-approved credit card offers are an easy target for identity thieves who can steal incoming mail and use these offers to open fraudulent credit accounts. Stopping these pre-screened credit offers can help reduce the chances of identity theft.

To "opt-out" of receiving pre-approved credit card offers for at least five years, and perhaps permanently, consumers can call 1-888-5-OPTOUT (567-8688) or visit: www.optoutprescreen.com. This service is offered by the three major credit reporting bureaus, Equifax, Experian and TransUnion. Consumers will be asked for personal information, including their name, address, birth date and Social Security Number. This information is only used to process requests and will remain confidential. This procedure will need to be followed for each adult family member.

Direct Mail Offers: Direct Marketing Association (DMA) is a trade group with 5,200 member companies that use telephone, mail, and the Internet to pitch their products directly to consumers. To stop receiving mailings from DMA members, consumers can go to: www.dmaconsumers.org/cgi/offmailing. DMA regularly updates its list, but companies it notifies to remove names from their mailing lists may not be as prompt and it may take as much as six months before solicitations from all DMA members stop.

Catalogues: To stop individual catalogues, consumers can contact the specific company in question. To stop mass mailings, consumers can e-mail, optout@abacus-us.com, or write to Abacus, Inc., P.O. Box 1478, Broomfield, Colorado 80038.

"Resident" and "Occupant" Mailings: Consumers can remove their address from "resident" and "occupant" mailings that offer various goods and services, by contacting Valassis – formerly known as ADVO, Inc. – either by phone 1-888-241-6760, or through an online form at: www.advo.com/consumersupport.html. Consumers can also send a written request to ADVO, Inc. Customer Assistance, P.O. Box 249, Windsor, Connecticut 06095.

Coupon Packs: To stop receiving coupon packs, consumers can visit: www.coxtarget.com/maillsuppression/s/DisplayMailSuppressionForm, and fill out an online request form. Other requests can be directed to the sender on the printed envelope received.

Solicitations Sent to Children: If a child under age 13 is being mailed advertisements or credit card offers, it could be a sign that identity theft has occurred. Parents should contact the three major credit reporting bureaus listed below, and inform them of the situation. Numbers that you may call are: Equifax: 1-800-525-6285; Experian: 1-888-397-3742, and TransUnion: 1-800-680-7289.

HUMAN RESOURCE UPDATES

TWIC (Transportation Worker Identification Credential)

Please do not forget to apply for your TWIC cards. To pre-enroll, please do so online at www.tsa.gov/twic. Once you pre-enroll it will give a scheduled appointment to visit the TWIC office to finish the process. **All employees must obtain a TWIC card by November 28, 2008!** Please let Jordan Lyons know where you are at in the process of getting your TWIC card. You may contact Jordan at (337) 583-4662 ext. 298 or by email at jl Lyons@recon-group.com. Also, once you get your card, please send a copy of both the front and back. Please make sure that the numbers on the back lower left side are legible.



Thinking about your retirement?
What do you see in your future?



401K INFORMATION

Employees must be employed by ReCon for 90 days before they are eligible to enroll into our 401k plan. Enrollment is the 1st of every quarter. Below is a 401k enrollment schedule for the remainder of this year and 2009. All enrollment/change forms must be turned in to Human Resources by the deadline. If you have questions regarding 401k or would like more information, please contact Tab Finchum, Investment Representative with Edward Jones at (337) 625-9167 or tab.finchum@edwardjones.com.

Enrollment Period	Deadline for Elections/Changes to be turned in
January 1, 2009	December 26, 2008
April 1, 2009	March 27, 2009
July 1, 2009	June 30, 2009
October 1, 2009	September 25, 2009

RECON MERCHANDISE



All ReCon employees have the opportunity to order ReCon shirts or slacks. Orders can be placed online at www.acadianwear.com. The deadline to get your orders in will be the Monday following the pay period (every two weeks) by 10 a.m. If you have any questions about placing your order, please contact Sandy Bagley at (337) 583-4662 ext. 711 or sbagley@recon-group.com.

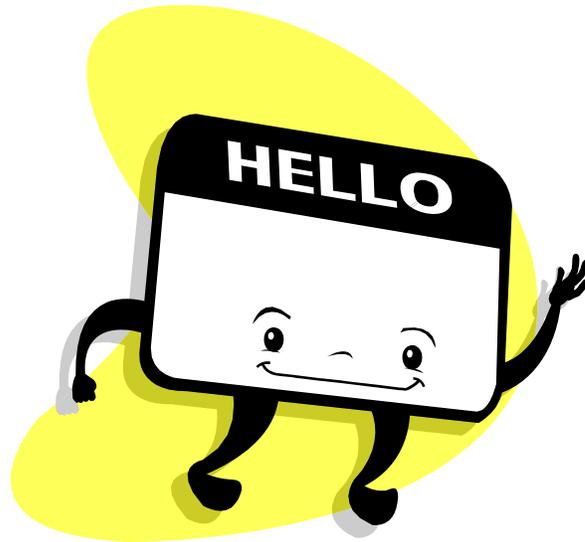


BENEFIT UPDATE



Just a reminder to please check your paystubs and let the payroll department know ASAP of any discrepancies or concerns you may have regarding your benefit deductions. Also, to ALL employees who have elected to get the HSA (Health Savings Account), please check your HSA account online to make sure your money has been deposited into your new account. If you do not see a deposit, please call MySmart-Saver @ (866) 546-9510 to speak with customer service, then notify payroll of any updates or changes regarding your HSA. All other benefit issues are being addressed and will be corrected in the near future. If you have any questions or concerns, please do not hesitate to contact Kelly Gaspard at (337) 583-4662 ext. 279 or Tami Tolbert at ext. 228.

Welcome New Hires



CITGO
Barry Bates
Brandy Maneille
David Edwards
Erica Myers
Garland Garrett
Parviz Pedrami
Paul Kemp

Conoco
Megan LeBouef

Firestone
Thomas Bell

LNG
Mitchell Young, Jr.

ReCon
Brandon Duos
David Nash
Marcus McBride
Maria Fuselier

Sasol
Malcolm Gibson

Westlake
Emily Cheng

ReCon Anniversaries

ONE YEAR

Aaron Burch	Lesley Soileau
Chad Bowles	Linda Drost
Dale Robinson	Mike Pascale
Gene Felice	Pamela Theriot
Glenn Burnett	Randy Brignac
Janel Zareck	Ricky Peters
Jessica Stelly	Scott Gray
Joanna Fugatt	Shantain Blanchard
Jodie Cox	Sherry Pitre
Joshua Hebert	Teri Clausen
Juanita Hulsey	Trent Boudreaux
Judson Waldmeier	Wade Gilley
Lacey Little	Wayne Heard
Laurie Kennedy	



FIVE YEARS

Beth Jacobsen
Carol Willis
Carole Fontenot
Carolyn Self

TEN YEARS

Alex Boti
Ben Williams
Donald Moseley

Help us say
 Happy Anniversary
 to these Employees.
 Thank you for a job
 well done!

