

The ReConnection

*ReCon Management Services, Inc.
ReCon Engineering, Inc.*



Election Day

November 6th

Remember to vote!

From the President's Corner by Roger Boyette

Welcome to our eighth edition of "The ReConnection." I want to first apologize for letting so much time pass between our issues. There is no excuse except that time keeps flying by and that I had set other priorities ahead of this very important communication tool. So please forgive me.

As most of you are aware we have moved into our new location at 1907 Ruth Street in Sulphur. If you are from this area you will remember this as the Stine Lumber Building. It looks completely different now and I would like to thank Byron Christian and Holly Lyons Waldmeier for the design layout. They did a tremendous job! You need to come by and visit us. We will have ReCon Family Night on Thursday, November 8 from 4:30 p.m. to 7:00 p.m. Bring your family to tour the office and have a hot dog or Reggy's Sauce Piquante. Please RSVP to Sandy at (337) 583-1247 by Thursday, November 1, so we can make appropriate plans to have enough food for everyone.

some great advice. His first suggestion was that we should turn off all alarms associated with receiving our e-mail and only check our e-mail at the top of each hour. We should take action, file away, delete, or flag for attention later. If we continually check our e-mail then we are not getting those items off of our "to do" list. As well, he stated we should only keep twelve e-mails in our in-box. I have implemented this practice and hope you will as well. I believe this one recommendation will help us get more done during our day. Well enough of that, let's get down to business.

God continues to bless us in providing quality personnel to grow our ReCon family. We are presently at approximately 250 employees which is still less than our peak in 2008 of over 300. But we have seen tremendous growth from the recession of 2009 and 2010 when we were down to approximately 150 employees. Our overall sales dropped 42% in 2009 from 2008 and then another 10% in 2010. An upward trend started in 2011 and has continued through this year to the point that we are projecting sales to be only 5% less than our record year of 2008. **"God is good, all the time."** ReCon values each one of you and I believe that our growth is because of the quality personnel (you) that have joined our ranks. The numbers prove it!

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

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As I stated above the time continues to move much faster than ever and my "to do" list keeps getting longer. David Horsager, the author of "The Trust Edge," spoke at our 2012 ReCon Teambuilding session and gave us

VOTE! IT IS YOUR CIVIC AND SPIRITUAL DUTY!

As I am writing this article the election is close upon us. As a matter of fact there have been three presidential debates. Everyone wants to blame everyone else for the crisis that we see is going on in our country. I believe everyone shares a part of the blame. Have we done our homework and studied the issues? Do we really understand our party's platform? Have we voted? Are you going to vote your straight party line without researching the issues or what your candidate really stands for? If you are concerned about our country and the state we are in, please pray for wisdom and do your research. It is time for change and the only way we can change what is going on in Washington is to vote. If you don't vote, you have no right to complain.

Our forefathers founded this country on the belief in God and you can find evidence of that everywhere. Looking at our country today I believe our forefathers would be disheartened because of where we are morally in our country. As well, I believe they would be embarrassed by the way our congress and senate handle the business of our country, allowing politics to get in the way. Also, our leaders in Washington have been selfish in the benefits they have passed for themselves and setting different standards/conditions for themselves. Please pray for our leaders and do your part by voting. Again, we can't fault others if we are not willing to give our time to vote and to spend time in prayer for our leaders.

As we are fast approaching Thanksgiving and Christmas let's remember we are God's children, His creation, and we are here to serve Him. The job and everything else we do is secondary to this. God actually requires a lot from us; our obedience, our love, our time, our witness and our testimony. "How will others hear if we do not tell them?" 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. Have a Happy Thanksgiving and a Merry Christmas! Hope to see you at our Family Night. Please RSVP.

Thanks, Roger



ReCon employees have always been very supportive of United Way and once again, we would like to encourage you to participate in our campaign that is now underway. Our goal is \$14,500 which is reachable with your help! This year we will sponsor a fundraiser through Pizza Hut. It's as easy as 1-2-3! Pizza Hut cards will be sold for \$10 and when you make at least a \$15 purchase, you get a medium pizza with up to three toppings FREE! The card can be used 12 times so you can get 12 free pizzas. What a deal and we appreciate your support! Please contact Sandy at (337) 583-1247 or sbagley@recon-group.com.



Be as giving as you are thankful!

Donate blood!

November 1, 2012

3:00—6:00 p.m.

ReCon Training Center

MANAGEMENT TEAM BUILDING

On the evening of Thursday, October 4th our supervisors and managers met at Cypress Bend in Many, LA. The objective of this meeting was to spend time together in teambuilding activities and to review our current work processes. We started out with our first session on Thursday evening lead by Bob, Reggy, and Roger discussing the vision and philosophy of ReCon. Friday morning was spent with our guest speaker David Horsager as I discussed earlier in this newsletter. Then Friday afternoon was a time of break out sessions to discuss our current department work processes.

The group was divided into two teams with Alex Boti leading the Blue Team and Donald Moseley leading the Red Team. During the weekend teams participated in teambuilding activities that would give them points. Alex's team won and included Doug Stafford, Gregg Pickens, Ian Foxtton, Jeff Cherp, Matias Wilson, Michael Boyette, Rick Young, Ron Ritter, Rusty Young, Steve Cating, Tami Tolbert, Todd Lucas and Willi Schippers. Donald's team included Ben Williams, Rafael Gutierrez, Garland Gothreaux, Glen Boaz, Jeff Johnson, Jim Savak, Jim Shamburger, Jordan Lyons, Mike Lanclos, Sandy Bagley, Stephen Hughes, and Tim Soileau. The losing team will be our servers for the ReCon Family Night at the new office on November 8th.

Our teambuilding sessions ended on Saturday with a fishing tournament and a golf tournament. See the list of winners below:

Fishing

Biggest Fish	Gregg Pickens
Smallest Fish	Rafael Gutierrez
Largest Team Stringer	Reggy Saxon
	Gregg Pickens
	Ron Ritter
	Matias Wilson
	Jordan Lyons

Golf

Longest Drive	Michael Boyette
Closet to the Pin No. 4 Hole	Ben Williams
Closet to the Pin No. 17 Hole	Ben Williams
Shortest Drive	Doug Stafford
Lowest Team Score (75)	Roger Boyette
	Mike Lanclos
	Michael Boyette
	Todd Lucas
Highest Team Score (85)	Wayne Heard
	Ian Foxtton
	Ben Williams
	Garland Gothreaux

The meetings and teambuilding exercises were a great success. A lot of great ideas were realized and will be implemented as part of our continuous improvement program.





It has been a very busy year in the Human Resources Department.

We would like to roll out the welcome mat for the new employees that have joined our team in 2012 !

1ST QUARTER

- Rafael Leon
- Ben Bourgeois
- Earl Lanius
- Chad Lott
- Harry Gabot
- Manolo Flores Villfuerte
- Wade Daigle
- Sean Newell
- Adison Cormier
- Dale Presley
- Joel Ashworth
- Benjamin Bollich
- Matias Wilson
- Candy Ardoin

2ND QUARTER

- Marshall Bond
- Shona Broussard
- Dickey Monceaux
- James Parson
- Preston Havard
- Clarice LaFosse
- Dale Larson
- Shalane Mead
- Bart Royal
- Vicki Waterbury
- Rusty Young
- Rafael Gutierrez
- Joshua Nordstrom
- Kathryn Rozas
- Juanita Hulsey

3RD QUARTER

- Jasmin Harmon
- Johnny Mathis
- Brent Trahan
- Nick Pestello
- Jeanie Stodder
- J.W. Bates
- Buddy Hendricks
- Melissa Mosley
- Todd Shuford
- Michelle Tramonte
- Brenda Courmier
- Travis Miller
- Larry Owens
- Ronnie Burton
- Jeremy Jones
- John Santolucito
- Mandy Vaussine
- Donald Virgadamo
- Cody Clement
- Dave Parker
- Megan Landry
- Sonya Turner
- Daniel Dupre
- Arturo Rodriguez

4TH QUARTER

- Brent Barnett
- Arlan Brown
- Maria Fuselier
- Jeremy Maldonado
- Jack Nichols
- Dietrich Thomas
- Barry Ditzler
- Alton Inman
- Alex Murgueitio
- Jared Prestonback
- Sandra Holub
- John McCloskey





ATTENTION ALL EMPLOYEES

The following meetings have been scheduled for our annual open enrollment.

Regions Insurance and AFLAC will be available to go over any changes that may be happening and answer any questions you may have.

PLEASE MAKE YOURSELF AVAILABLE TO ATTEND THE MEETINGS:

FIRESTONE ORANGE	AFLAC	Oct 31st	8:30am
RECON TEXAS OFFICE	AFLAC	Oct 31st	10:30am
GEORGIA GULF	AFLAC	Nov 6th	8:30am
FIRESTONE LAKE CHARLES	AFLAC	Nov 6th	10:30am
RECON SULPHUR OFFICE	AFLAC	Nov 7th	8am
CITGO	Regions	Nov 8th	8am
WESTLAKE	AFLAC/Regions	Nov 13th	9:30am
CALCASIEU REFINING	AFLAC/Regions	Nov 13th	2pm
RECON SULPHUR OFFICE	Regions	Nov 14th	8am
FIRESTONE LAKE CHARLES	Regions	Nov 14th	10:30am
LA PIGMENT	Regions	Nov 21st	10am
FIRESTONE ORANGE	Regions	Nov 28th	8:30am
RECON TEXAS OFFICE	Regions	Nov 28th	10:30am
HUNTSMAN	Regions	Nov 29th	10am
GEORGIA GULF	Regions	Dec 4th	8:30am



YOU WILL BE RECEIVING YOUR CURRENT BENEFIT ELECTIONS SHEET SOON. ALL PAPERWORK AND FORMS SHOULD BE RETURNED TO KELLY GASPARD NO LATER THAN DECEMBER 14TH.



Right now is also the time to enroll or make changes to your 401k. Tab Finchum with Edward Jones will not be at our meetings this quarter, but you are welcome to contact him if you have any questions or concerns regarding your 401k.

Tab Finchum
(337) 625-9167
tab.finchum@edwardjones.com

If you need a 401k enrollment/change form, please contact Human Resources.