

The ReConnection



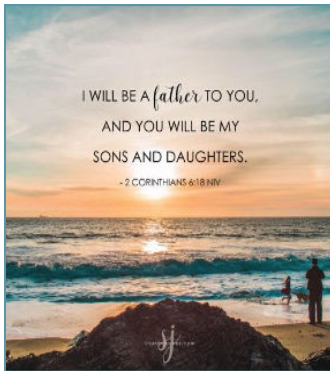
ReCon Management Services, Inc.
ReCon Engineering, Inc.

From the President's Corner
by Roger Boyette



2nd Quarter 2023 Newsletter

Expanding Our Ministry



We are fast approaching the 4th of July and the year is in hyper speed. You know I can't pass up an opportunity to talk about how fast this year is flying by. It is amazing to watch God at work blessing our company. Our overall sales or gross revenue (not profit) in 2022 was \$89 million dollars. This is the second-best year in comparison to 2019 which was our best year at \$90 million dollars.

I am excited to announce that we are expanding our outreach ministry. We have had several Bible Studies in our office, but our seconded (in-plant) personnel are not able to attend. I have been praying about the ability to share inspirational moments with all employees and God gave me the idea of starting a video podcast. More of that in a moment.



I have tracked our sales since 2000 and we have averaged approximately 16% growth per year over the past 22 years. This is contributed to the excellent work that is performed by each one of you. This year we are on track to tie the \$90 million or slightly exceed 2019's record. Let's all work together to meet the challenge of reaching \$100 million.

In 1999 my family and I joined First Baptist Church in downtown Lake Charles. We immediately got involved in Sunday School and Choir. At that time, I met Jim Shamburger who substituted as a teacher when the regular adult Sunday School Teacher was out. Jim always did an excellent job and could quote scripture without hesitation. Also, he was a tenor in the church choir, which is the part I attempt to sing. Jim always impressed me as a Godly man with great knowledge of God's word and he had a great voice as well. We became friends and stayed in contact even though my family and I left First Baptist a few years later.

I am excited to announce that all members have been named for our ESOP Advisory Board. I want to congratulate and thank all the members listed below:

Jim graduated from Mississippi State University with a B.S. in Chemical Engineering. Jim began his career with Conoco/Vista and worked his way up to Senior Process Engineer with other process engineers reporting directly to him. Then he went to work for C-K Associates, LLC as a Senior Project Manager working environmental projects for the local industries.

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Nathan Anderson Chair (Sulphur Office), and Nic Sheppard Vice-Chair (Sulphur Office). The other members selected by you, the employees, is Ben Williams (Sulphur Office), Brad Scoggins (Seconded Firestone), Garland Gothreaux (Sulphur Office), Jace Bolton (Seconded Westlake South), Kelly Gaspard (Sulphur Office), Kourtney Hoffpaur (Sulphur Office), Kristy Cogbill (Seconded CITGO), Michael Roach (Seconded CITGO), Shalane Mead (Lake Charles Office), Tassie Corbett (Seconded Westlake Poly), Thomas Lowe (Seconded Firestone), and Troy Nix (Inspection Office – Sulphur).

Jim was working for C-K when we met, and I knew that he would be an excellent leader for our company, ReCon. In 2006 I was able to convince Jim to join our company and he immediately made a difference in our Project Management team. He had relationships with all the local clients and was able to build on those relationships to help grow our company.

I am looking forward to working with this team to grow our company. One of the first agenda items is to review our Employee Handbook and for the advisory board to make recommendations to the Board of Directors. This will give us an opportunity to hear the voice of the people you have chosen to represent you.

As Manager of Projects, he has successfully managed multiple projects for several different clients throughout the years. He currently is responsible for coordination of CITGO and Sasol projects. Through Jim's excellent leadership CITGO awarded ReCon the management, engineering, and design for their Pressure Protection & Remediation (PPR) Program. This program covers the complete

As I always say you are the best of the best and thank you for being a part of our ReCon team.



plant complex. He has successfully maintained that relationship for the past ten years and the program is expected to be completed in 2027. Jim is a spiritual leader and advisor to me and our company. Jim shared several Biblical leadership principles that I have incorporated into my daily business practices. I am proud to call Jim my friend and I thank him for being an integral part of our ReCon family. With Jim's Biblical knowledge I have asked him to work with me to develop our video blog program. He has accepted and we are currently working to begin the program in the 3rd quarter of this year. More information will be coming to you as we develop our plans. **So, our contest this quarter for the \$100 gift card is to help name our video pod cast.** Please make your submissions to nsheppard@recon-group.com. Thanks, Roger

It Takes Heart

The last four quarters we studied David, who is referred as "a man after God's own heart." Why did David qualify as a man after God's own heart?

We will complete our study this quarter. So far, we have discussed:

1. David's [Faith](#)
2. David's [Trust](#)
3. David's [Love](#)
4. David's [Humility](#)
5. David's [Integrity](#)

This Quarter we will discuss:

6. David's [Contrite & Repentant Spirit](#)
7. David's [Worship of God](#)



Later in life, David's men had convinced him to stay at home while they went to battle. This idleness led to David's integrity taking a drastic downfall. He slept with Bathsheba and then had her husband murdered. In other words, he should have gone to battle to lead his men. If you are not familiar with this story you can read the complete story in 2 Samuel 11:1- 27.

David was distressed when the prophet Nathan revealed the terrible thing David had done. David did not make any excuses for his behavior and admitted, "I have sinned against the Lord," (2 Samuel 12:2).

Though David made a horrible decision, he took responsibility and had remorse for his actions. He earnestly sought God's forgiveness. Even though he made a poor choice in his actions with Bathsheba which led to suffering and pain for many years, David never stopped worshipping God.

God saw that David had a contrite and repentant spirit. David realized his righteousness did not come from his actions, but from his love for and submission to God. At a time when others may have run from or hidden from God, David chose to praise the Lord. Many of David's psalms were full of his heartaches and even questioning of God, but he never stopped serving and worshipping God.

Psalms 32 and 51 were written after Nathan came to David and confronted him about his sin. Read these Psalms of repentance and praise. Studying David's life not only shows us why he was called a man after God's own heart, but also helps us see the characteristics that we should portray because we are followers of Christ. We are people after God's own heart as well.

David's story help us understand God's great love for us even though we have sinned. God forgave David and He forgives us. We may not face the same types of trials David did, or be called by God to rule a nation, but we can choose each day to seek God's heart.

I hope these lessons have been as meaningful to you as they have been for me.

I am praying for you and your family. Have a blessed day.

Thanks, Roger

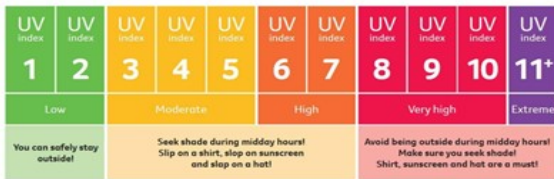


Summer Safety

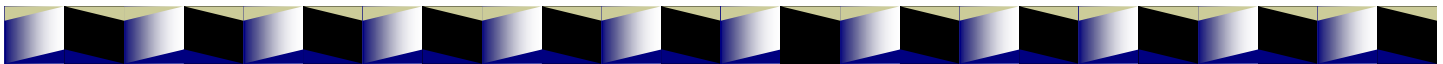
Safety Statistics 2023

ReCon employees continue to work safely, and both your family and ReCon appreciate it! As we press on into 2023, we encourage you to always work safely every day, whether at work or home.

Let's continue our impressive safety record!



Month	Manhours	Average # of employees
Last Lost Time 3/18/09	10,338,243	
Last Recordable 8/28/12	8,851,398.21	
January	108,736.98	574
February	105,420.00	592
March	118,837.77	602
April	104,254.71	607
May	118,215.60	606
June		
July		
August		
September		
October		
November		
December		
Yearly Total	555,465.06	
Hours Since Last Recordable	9,406,863.27	
Hours Since Last Lost Time	10,893,708.17	



Zach Guidry is an employee at LyondellBasell, and he was featured in LyondellBasell's GATOR Program Newsletter in April 2023. He was also the speaker at their next GATOR'S meeting.

WHY I WORK SAFE

Zach Guidry

CAPEX Safety Specialist

I work safe so I can walk into my home, after a day's work and be ambushed by my 2 year old and 1 year old. I work safe so I can watch my wife answer the highest calling in her life, being a mother. I work safe so I can walk my daughter down the aisle one day. I work safe so I can watch my son lead his own family and be a father.



INTRODUCING CHRISTINA GIRARD

Interviewed by Shelby Broussard

Tell me a little about your background. Where are you from, previous schooling, activities?

I am a SWLA native that relocated to the East Coast after high school to begin my military career in the Army. In the Army, my Military Occupational Specialties (MOS) was 75 Hotel (Personnel Services Specialist), where I participated in managing manpower resources and other HR functions. After my military career, I moved back to SWLA, attended Lamar University, received a Bachelor's degree in Management, and began my career at Delta Downs and then Bristow Helicopters for the last nine years. Overall, I have over 15 years of experience in HR/Business.

What do you enjoy doing in your spare time outside of work?

I enjoy volunteering in local organizations, spending time with family, off-roading Jeeps with our friends, and traveling.

Why do you enjoy working at ReCon?

I genuinely enjoy working with the team and learning more about engineering and how we support our local industries. I appreciate our values, strong commitment to faith, and focus on customer service.

What do you do here at ReCon?

I am the Senior Talent Acquisition Specialist; I oversee the recruiting team and lead recruiting efforts for the organization. I work with exceptionally talented people to support the organization and its goals. We all work together to bring on the exceptional talent that sets ReCon apart in the industry.

Any other fun facts you would like to add about yourself?

I am an early riser, and my mornings start at 4 a.m. with a 3-5 mile run and a strong cup of coffee.



Employee of the Month



The March 2023 Employee of the Month was awarded to Camon Perry (right), pictured with Willi Schippers. He was recognized for his willingness to go above and beyond to get a project done, and has been giving 100% on every project he works on.



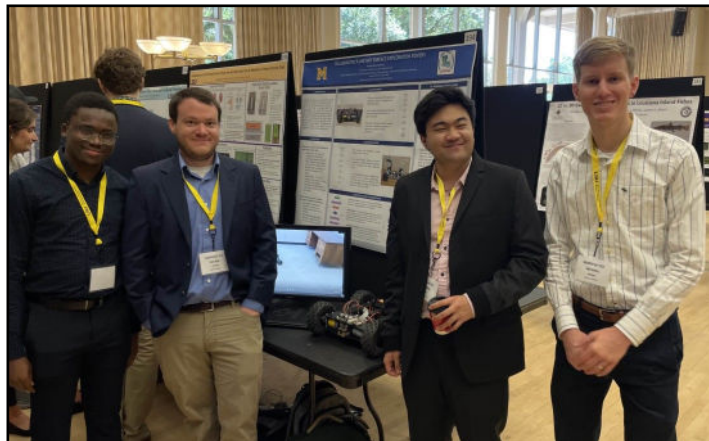
Cain Whitten (left) is a Civil Designer in our Beaumont office. He was nominated as the April 2023 Employee of the Month for his great attitude and efficiency in completing projects on time and under budget. He is pictured with Kevin Saunders.



Jeff Steen works as a Civil Engineering Project Manager at Lion Elastomers. He was nominated as May 2023 Employee of the Month for the three C's—competent, cooperation, and committed. He is a valuable asset that is reliable even under challenges. He is pictured with Brooke Brister.

Success comes to those who deserve it.

Congratulations to all of you!



Toby Newell, far right, is an intern in our Sulphur office. He was part of a team competing at LSU Discovery Day. His team designed and built a planetary rover, and they placed second in the Visual Display Poster Presentation.

Toby is pictured with several of his teammates.

Congratulations to Toby and his team for the successful outcome of their work!



Mark your calendars now for Family Day!

September 23, 2023

10:00 a.m.—2:00 p.m.

Spotlight NEWS

Patricia Stroderd



SOWELA Women in Nontraditional Careers Seminar Spotlights Local Trailblazers

Patricia Stroderd is an employee at Cheniere. On June 13, 2023, she was a guest speaker at a seminar at Sowela. She is also going to be interviewed about the seminar by KALB in Alexandria for the morning news show Good Day Cenla.

Following is a press release:

Fifty-four percent of Sowela's student body is composed of women, and many of these female students are enrolled in nontraditional career degrees.

One of the event's guest speakers, Patricia Stroderd, sees the label "nontraditional career" as a challenge. "Put aside what you think are traditional or preconceived notions about community college," she said. "To me, saying it's nontraditional drives me to make it a traditional career path for women — to work harder and show that I can be successful." As an instrumentation electrical designer for ReCon Management Services and a Sowela drafting and design technology alum, she is proof of that ideology. "Don't limit yourself. Go for it and make your career path your own." Stroderd, who had previously completed coursework at McNeese State University, enrolled in Sowela when her children got older. She was encouraged by a friend to explore Sowela's catalog, met with professors and never looked back. She said getting a job in her field wasn't difficult. Walton attributes this to the across-the-board increase in employment needs. "It always seems like there aren't enough women to fill those roles," she explained. "Companies, corporations, businesses are always looking to make sure that they are meeting the standards that allow for the opportunity for women to have those careers." Stroderd agreed that many companies feel the need to diversify, but explained that in her experience, gender is considered as heavily as it was in the past. "I think the misconception is that they are required to," she said. "It's not forced diversity, it's just more of an equal opportunity. I was very pleasantly surprised at the welcome that I got from employers and people out in the world." While getting a job in her field, Stroderd said she has faced some hurdles while in the workplace. She attributes those hurdles to a historical culture of gendered roles. "I have had some people who have been in this profession, or even in this general line of work that are from that old school way of thinking. That's hard for a lot of people to get past." The greatest of these obstacles, she said, was a fear that her intelligence and expertise wouldn't be trusted by her peers. "It is a little scary getting out into the world, because you are a minority that's the point there you surpass it being because you are a woman, and you just have to do it on your own merit." She superseded these perceptions by not letting her womanhood get in the way of her work. "Don't put so much emphasis on the fact that you're a woman, let that not be your hurdle." Hoffpauir said Sowela ensures that the school's potential student outreach is diversified to encourage exploration into careers that are considered non-traditional for their gender. "There are so many women who have ventured out into non-traditional careers, and Sowela has definitely played a principal part of that in this community," Walton said.

Read more at: <https://www.americanpress.com/2023/05/24/tearing-down-barriers-in-the-workplace-nontraditional-careers-seminar-spotlights-local-trailblazers/>

WOMEN
Trailblazers