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FROM THE PRESIDENT'S CORNER by Roger Boyette

Welcome to our 1st Quarter 2025 newsletter. Happy New Year everyone! I cannot believe that the first quarter of 2025 is coming to an end. It seems like we just celebrated the New Year. It is true as they say “the older you get the faster it passes by you”. Also, in my case the older I get the colder I get. Well anyway back to ReCon. We ended the year with approximately \$135,000,000 in sales which is a 22% increase from our previous best year of 2023 of \$111,000,000. God is great and continues to bless our company! We cannot do it without each one of you. You are ReCon!

We started our celebration of our 30 years in business with our monthly podcast with my partners Bob Lyons and Reggy Saxon. If you haven't seen episode 6, please visit: <https://recon-group.com/blueprints-of-faith-podcast/>. We had a great time walking down memory lane. Stay tuned for more information on how we are celebrating our 30 years of business.

Let's Study the Bible Together

Last quarter I asked the question: **Why does the Old Testament scripture reference the name Emmanuel for the Messiah, but the baby was named Jesus? Email your reply to rboyette@recon-group.com.**

I am happy to say I had several responses and all of you are right! So, I am going to send each one of you a \$100 gift card.

Josh Trevino, Godis Grice, Adam Jacobs, Leonard Perkins, Ranell Tims, Jacob Lewis

So, let's look further into the scriptures:

In the prophecy of the virgin birth, [Isaiah 7:14](#), the prophet Isaiah declares, "The Lord himself will give you a sign: The virgin will conceive and give birth to a son, and will call him Immanuel." This prophecy had an initial fulfillment during Isaiah's day, but it ultimately refers to the birth of Jesus, as we see in [Matthew 1:22-23](#): "All this took place to fulfill what the Lord had said through the prophet: 'The virgin will conceive and give birth to a son, and they will call him Immanuel' (which means '[God with us](#)')." This does not mean, however, that the Messiah's actual given name would be [Immanuel](#).

There are many "names" given to Jesus in the Old and New Testaments, and Immanuel is one of them. Isaiah elsewhere prophesied of the Messiah, "He will be called Wonderful Counselor, Mighty God, Everlasting Father, Prince of Peace" ([Isaiah 9:6](#)). Jesus was never called by any of those "names" by the people He met in Galilee or Judea, but they are accurate descriptions of who He is and what He does. The angel said that Jesus "will be called the Son of the Most High" ([Luke 1:32](#)) and "the Son of God" (verse 35), but neither of those was His given name.

The prophet Jeremiah writes of “a King who will reign wisely” (**Jeremiah 23:5**), and he gives us the name of the coming Messiah: “And this is the name by which he will be called: ‘The LORD is our righteousness’” (**Jeremiah 23:6, ESV**). Jesus was never called “The Lord Our Righteousness” as a name, but we can call Him that! He brings the righteousness of God to us. He is God in the flesh, and the One who makes us righteous (**1 Corinthians 1:30**; **2 Corinthians 5:21**).

To say that Jesus would be called “Immanuel” means Jesus is God, that He dwelt among us in His incarnation, and that He is always with us. Jesus was God in the flesh. Jesus was God making His dwelling among us (**John 1:1, 14**). God keeps His promises. The virgin Mary bore a son. Two thousand years ago, in Bethlehem, we see that baby born and lowered into the hay for a resting place. That baby, as incredible as it seems, is God. That Baby is God with us. Jesus, as our Immanuel, is omnipotence, omniscience, perfection, and the love that never fails — with us.

No, Joseph did not name Jesus “Immanuel,” but Jesus’ nature makes Him truly Immanuel, “God with us.” Isaiah told us to watch for Immanuel, the virgin-born Son of God. He will save us; He will reconcile people to God and restore creation to its original beauty. We know Him as Jesus, but we can also call Him “God with us,” because that’s exactly who He is.

If you have any questions or want to know about Jesus please give me a call or email me at rboyette@recon-group.com.

As I always say you are the “best of the best” and we can’t do it without you. All y’all make great partners.

Thanks, Roger



SAFETY TALK

MONTHLY SAFETY TOPICS

JANUARY

COLD WEATHER BULLETIN AND GENERATOR SAFETY

FEBRUARY

INCIDENT REVIEW AND SAFETY STATISTICS

MARCH

FIRE PROTECTION

MONTH	MANHOURS	AVE # OF EMPLOYEES
LAST LOST TIME 3/18/09	13,249,540	
LAST RECORDABLE 8/28/12	11,762,694.88	
JANUARY	140,760.22	721
FEBRUARY	134,218.12	740
MARCH		
APRIL		
MAY		
JUNE		
JULY		
AUGUST		
SEPTEMBER		
OCTOBER		
NOVEMBER		
DECEMBER		
YEARLY TOTAL	274,978.34	
HRS SINCE LAST RECORDABLE	12,037,673.22	
HRS SINCE LAST LOST TIME	13,524,518.12	

RECON IN PLANT SAFETY RECOGNITION



ReCon's Landon Mitchell, Scott Guillory, and Micah Harrington (centered) were recognized by LyondellBasell for their GATORS observations during the month of January.



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ANNOUNCEMENT - 2023 ESOP CERTIFICATES ARE IN

We are pleased to announce that the 2023 certificates are now available. You can collect your certificates by logging into your ESOP account at www.menkeesop.com. These certificates are a symbol of your hard work and dedication. Thank you for being an essential part of our team. Together, we are building a brighter future!

CONGRATULATIONS ON BEING 100% VESTED

We are thrilled to announce that the following employees have met 6 years with ReCon during the 1st quarter of 2025. They are 100% vested in our Employee Stock Ownership Plan (ESOP).

Eric Merriam

John Johnson

Keith Nhem

Todd Arnaud

Aaron Louviere

David Watson

Rolla Barrett

Neil Smith

John McHugh

Marissa Savant

Gerald Bordelon

Paul Jeffers

Robert Hayes

Morgan Chesson

Amanda Deshotel

Morgan Olivier

Norman Heard

Your dedication and hard work have paid off, and we are incredibly proud of your accomplishments. This milestone is a testament to your commitment to our company's success. Congratulations on this significant achievement!

NEW MEMBERS TO THE ESOP ADVISORY BOARD

We are thrilled to introduce two employees that have recently joined our ESOP Advisory Board. Please welcome Jason Swartz, Project Coordinator at LIP JV and Christina Girard, HR Business Partner in Texas. Their dedication and expertise will be invaluable as we continue to enhance our employee ownership program.

If you are interested in being considered for future open positions on the ESOP Advisory Board, please complete the application [HERE](#) and submit it to ESOPAdvisoryBoard@reco-group.com.

Happenings at

RECON
Management • Engineering
Inspection

ReCon attends the annual McNeese Engineering Week Banquet.



Pictured below is ReCon employee and McNeese professor Dr. Li speaking at the E Week Banquet.



ReCon is now apart of the Clean Biz Partnership for keeping Louisiana Beautiful. We are committing to keeping our property maintained and litter free.



ReCon Team attends the Texas Chemical Industry Chili Cook off.



ReCon sponsors a local golf tournament. Pictured is Roger and Hayden Boyette.



HAPPY ANNIVERSARY

ONE *year*

Ray Griffin
Wayne Matte
Dustin Thompson
Hunter Cormier
Reece Manuel
Abby Schexnider
Koby Delino
Jay Dyer
Tanika Randle
Randall Smith
Raymond Dickerson
Joe Berniard
Heather Gannon

Ken Lackovic
Hunter Allen
Cole Primeaux
Dillon Roddy
Kevin Ryder
Lenzi Trahan
Lance Chiasson
Brad Redlich
Nehemiah Caskey
Carl Kennedy
Jude Simon
Dan Vallot
John Detmore
Jessica O'Banion

Dylan Broussard
Ryan Carroll
Kemi Osideinde
Elyn Saucedo
Ryan LeBlanc
Danrae Williams
Mahala Ebarb
Paige Rougeau
Taylor Pina
Christopher Jack
Cory Miller
Brook Mitchell
Carol Harrison

FIVE *year*

Brooke Brister
Ryan Taylor
Russell Miller
Craig Trove
Daelynn Arnold
Raymond Johnson
Dillon Breaux
Jay Landry
Jason Vercher

TEN *year*

Phillip Bellard
Jeannette Cunningham
Jared Tipton
Rory Boyette
Nadalyn Fontenot

CONGRATULATIONS!

HAPPY ANNIVERSARY

FIFTEEN *year*

Clarice LaFosse

**TWENTY
FIVE** *year*

James Montie
Sabrina Duhon

THIRTY *year*

Roger Boyette

CONGRATULATIONS!