



INSIDE THIS ISSUE

- 1-5 PRESIDENT'S CORNER
- 6 PINK OUT
- 7-10 CHRISTMAS AT RECON
- 5 GATOR ON THE GEAXUX
- 11-13 SAFETY TALK
- 14 SHADOWING PROGRAM
- 15 HR CORNER
- 16-17 ESOP
- 18 ACCOUNTING CORNER
- 19-20 HAPPENINGS AT RECON
- 21-22 ANNIVERSARIES

FROM THE PRESIDENT'S CORNER by Roger Boyette

Welcome to our 4th Quarter 2024 newsletter. Merry Christmas and a Happy New Year to everyone. By the time you read this most likely Christmas has passed and maybe even the New Year has begun. We are looking forward to 2025 on January 24th we will be celebrating 30 years in business. More news will be coming your way soon on how we are going to celebrate this great achievement. God has blessed us through the years and God continues to bless us with new opportunities, new personnel, and new clients.

Great News! Since 2018 our stock price has increased from \$9.31 per share to \$20.20 in 2023. This is an 217% increase. By the end of September this year we had reached sales of \$97,240,468. We are confident that by the end of this year we will break our best year ever which was \$111,000,000 in 2023.

We will work diligently to close out 2024 as soon as possible and start the valuation period once the taxes and financials have been closed out. God is great and continues to bless our company!

See information below:

YEAR	SALES	STOCK PRICE
2018	\$72,025,477	\$9.31
2019	\$91,730,550 (Previous Best Year!)	\$15.78
2020	\$70,357,790	\$15.51
2021	\$75,773,986	\$16.79
2022	\$89,946,486	\$17.40
2023	\$111,000,000 (Best Year!)	\$20.20
2024	\$97,240,468 (As of September)	TBD

Our “Call to Prayer” was a huge success. We had approximately 350 to 400 prayer warriors in attendance. God moved in a mighty way. I want to thank everyone who had a part in making this event successful. We used the ACTS model for leading our prayer time:

- Adoration – Praising God for who he is and what he has done.
- Confession – Humbling ourselves before the Lord, admitting our sin, and asking God’s forgiveness.
- Thanksgiving - Thanking God for his creation and all he has done for us.
- Supplication – Askling God to grant us what we need.

I personally thank the following for leading this effort:

PLANNING COMMITTEE:

GIL BROUSSARD
SHELBY BROUSSARD
STEPHEN HUGHES
TAMI TOLBERT
NATHAN ANDERSON
JORDAN LYONS
JORDAN SAYS

BOOKE BRISTER
RUSTY YOUNG
ALEX BOTI
MARK PILLEY
LAUREN MULLICAN
NIC SHEPPARD

GODIS GRICE
MIKE NELSON
ZACH GUIDRY
DAN DEVORE
SEAN NEWELL
CORY MILLER
JEFF CHERP

PROGRAM

ADORATION:
JORDAN LYONS

THANKSGIVING:
CORY MILLER

SUPPLICATION:

MIKE NELSON
ZACH GUIDRY
JEFF CHERP
DAN DEVORE
SEAN NEWELL

CONFESSION/
REPENTANCE:
GODIS GRICE

SUPPLICATION:
NATHAN ANDERSON
KOURTNEY HOFFPAUIR
LAUREN MULLICAN

PRAISE AND WORSHIP GROUP

NIC SHEPPARD
CHRISTINE BERTRAND
TOBY NEWELL
CALEB MONTZ

STEPHEN HUGHES
CONWAY CORBELLO
JORDAN SAYS
DENEEN ARENO

KIM ROYER
SARAH GOODRICH
KRISTI COGBILL
KOBIRINA BENOIT

Great job everyone! We give God all the glory and honor for the success. We have already started our planning for next year's event. Please mark your calendars for October 27, 2025 and plan on attending. **God is great! All the time!**

BLUEPRINTS OF FAITH

We have completed our first five episodes of "Blueprints of Faith" where we talk about His view (God's view). Please see our latest episode 5 where we introduce and interview Dan Vallot founder of Industry of Faith and our latest member of our management team. Dan began working with us in February this year and is our Business Development Manager. Dan is a great Christian man and has already had a lot of success with securing new clients and winning contracts. You can find the videos at our web site www.recon-group.com under the news tab and then listed as "Blueprints of Faith".

We are excited to continue the production of an episode each month. Please contact me with any questions, comments, or suggestions that you would like to see discussed. Please send to my email rboyette@recon-group.com.

Christmas is here!

(Study the Bible with me so keep your Bible or phone nearby and read the scripture passages as you read this article.)

I love this time of the year when we celebrate the birth of Jesus our Lord and Savior. I love the decorations and the atmosphere; people just seem to be happier at this time of the year. We also know that a lot of people are depressed because of the loss of a loved one, or a broken relationship. Some have no hope.

Hope has a name, and it is Jesus! Jesus left the splendor of heaven to come into our world and be born in human flesh.

Supporting Scripture:

Luke 1:27-35

Luke 2:1-7

Jesus was there when the earth and everything was created through Him.

Supporting Scripture:

John 1-16

The first words recorded in scripture spoken by Jesus are Why are you looking for me? Didn't you know that I would be in my father's house? Jesus was 12 years old when this happened. At this age he new what his duty was and amazed the leaders because of his understanding and answers to their questions.

Supporting Scripture:

Luke 2:41-51

We know from scripture that Jesus lived a perfect life and was crucified for our sins. He had a choice and could have called a legion of angels to rescue him. But because he loved us, he gave his life for us.

Supporting Scripture:

Romans 5:8-10

Matthew 26:53

Philippians 2:8-11

Jesus was the greatest gift ever given! What can you give Him at this time of the year? The greatest gift to Him would be our acceptance of Him as our Lord and Savior!

If you want to know how to have a personal relationship with Jesus just send me a message or call me at 337-302-3589. If you know him as your Lord and Savior, then the best gift to give Him is your commitment to growing closer to Him through the new year.

Supporting Scripture:

Romans 10:9

Test: I haven't done this in a while, but I like to give y'all a challenge occasionally, with an award. The first to answer correctly will be awarded a \$100 gift card.

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.

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

BluePrints of
FAITH
podcast



**WATCH
HERE**

PINK OUT

FOR BREAST CANCER AWARENESS MONTH

SULPHUR



PASADENA



BATON ROUGE



BEAUMONT



LAKE CHARLES



Christmas at ReCon

HOT COCOA BAR & HIDDEN SANTAS



Christmas at ReCon

CHRISTMAS LUNCHES



CHRISTMAS SWEATER DAY



Christmas at ReCon

SANTA AT RECON

[Access photos from the event here!](#)



Christmas at ReCon

OFFICE CHRISTMAS TREES





SAFETY TALK



MONTHLY SAFETY TOPICS

SEPTEMBER
ASBESTOS
AWARENESS

OCTOBER
NORMALIZED
DEVIATION

NOVEMBER
PEDESTRIAN AND
THANKSGIVING
SAFETY

DECEMBER
HAZARD
IDENTIFICATION

MONTH	MANHOURS	AVE # OF EMPLOYEES
LAST LOST TIME 3/18/09	11,699,795	
LAST RECORDABLE 8/28/12	10,212,949.73	
JANUARY	125,952.03	638
FEBRUARY	124,942.68	655
MARCH	123,436.05	663
APRIL	129,289.29	669
MAY	132,269.04	672
JUNE	123,111.25	688
JULY	135,939.73	687
AUGUST	129,357.57	693
SEPTEMBER	132,871.19	707
OCTOBER	140,511.09	707
NOVEMBER	123,847.26	712
DECEMBER		
YEARLY TOTAL	1,421,527.18	
HRS SINCE LAST RECORDABLE	11,634,476.91	
HRS SINCE LAST LOST TIME	13,121,321.81	

RECON IN PLANT SAFETY RECOGNITION

Our ReCon safety team at the OCI Beaumont site have recently kicked off a Safety Rewards Initiative to recognize individual contractors that stand out in safety performance each month. We recognize that the entire field team's contributions and dedication is vital to the success of the project.

CONGRATULATIONS TO PRIMORIS CONTRACTOR JOAN SALGADOOF



We extend our heartfelt appreciation to Joan Salgadoof, Primoris for his exceptional contributions to the OCICA project. Joan has consistently demonstrated the core values we expect on site, and most importantly, the initiative to act as a true Brother's Keeper.

Recently, Joan observed a situation in the field where a colleague was not wearing safety glasses. Unbeknownst to Joan, this was a member of the management team conducting a small experiment to see if the crew would hold them accountable. Without hesitation, Joan respectfully addressed the issue and made sure the oversight was corrected. This action not only shows his commitment to safety but also reinforces an important principle: the expectation to uphold safety standards applies to everyone, regardless of their role. Joan's decision to act and correct the issue reflects the leadership and responsibility we all need to embrace.

Joan, thank you for leading by example and showing that Safety is everyone's responsibility! Your actions contribute directly to making our workplace safer for everyone and ensuring a GoalZero project!

RECON IN PLANT SAFETY RECOGNITION



On November 14th, during a third-party audit near CITGO's Cooling Tower #1, ReCon team member Jose Benavides properly informed one of the auditors of the mandatory personal H₂S monitor requirement and of the plant's high-visibility sleeve striping policy for that area. While the auditor indicated a brief stay, Mr. Benavides appropriately emphasized safety compliance. The auditor subsequently complied and later contacted ReCon's Corporate office to outline Jose's performance and the safety courage that was shown.

EMERGENCY PREPAREDNESS TRAINING



SHADOWING PROGRAM



In October, our HR department teamed up with our department managers and introduced our first shadowing program for local students. Five local students were selected to spend a day emerged at ReCon. Students had the chance to learn from our talented team members and what they do daily. They were able to gain insight into the daily operations that drive success in our industry and hear about the skills and education needed to so. We are thrilled to support the next generation of professionals and look forward to seeing how this experience shapes their future careers.

Jaydence Tower
Jenna Balderas
Clare Elliott
Benjamin Nevils
Micah Rickert

Sulphur HS
Home schooled
Westlake HS
Barbe Alumni
Barbe HS

Our next session will be in June, and we encourage employees to refer any high school or college students with undecided majors who may be interested to the recruiting team.

HR CORNER

HUMAN RESOURCES MANUAL

The Employee Handbook has been updated as the Human Resources Manual. You should have received a copy of the Manual via e-mail and received notification in Paylocity of an acknowledgement form that needs your signature. In addition to reviewing the full manual, we are encouraging employee to pay special attention to the updated Funeral Leave, Paid Time Off and Compensatory Time policies. Please sign the requested acknowledgement in Paylocity as soon as feasible. If you have any questions, please contact Human Resources.

JOB FAIRS



**LAMAR
INSTITUTE OF
TECHNOLOGY**



**SOWELA TECH
COMMUNITY
COLLEGE**

The ESOP Advisory Board is dedicated to enhancing our Employee Stock Ownership Plan (ESOP) and ensuring that it aligns with the best interests of all employees. The board serves as a bridge between employees and management, providing valuable insights and recommendations to improve our ESOP.

We are thrilled to introduce our new suggestion box initiative! **The ReCon Idea Pipeline.** This is your opportunity to share your ideas on how we can improve our business operations and save money. Your suggestions are invaluable in helping us create a more efficient and innovative workplace. All suggestions can be submitted anonymously if you prefer.

Here are some examples of the types of suggestions we're looking for:

- **Cost-Saving Ideas:** Suggestions on how we can reduce expenses without compromising quality or efficiency.
- **Process Improvements:** Ideas for streamlining workflows, reducing bottlenecks, or enhancing productivity.
- **Innovative Solutions:** Creative ideas for new products, services, or business strategies that could drive growth.
- **Employee Well-being:** Recommendations for improving workplace culture, employee benefits, or work-life balance.
- **Sustainability Initiatives:** Proposals for making our operations more environmentally friendly and sustainable.
- **Customer Experience:** Feedback on how we can better serve our customers and improve their overall experience.

If you have any questions or need further guidance, feel free to reach out to any member of the Employee ESOP Advisory Board.

ESOP Advisory Board and Mission

The purpose of the Committee is to develop relationships with all employees, to communicate and educate personnel for development of an ownership culture. The ultimate goal is to build a company of owners who are highly motivated to perform efficiently and think and act like owners.

Advisory Board Chair - Nathan Anderson

Advisory Board Vice-Chair - Nic Sheppard

Treasurer - Shalane Mead

Secretary - Kelly Gaspard

Member - Kourtney Hoffpauir

Member - Ben Williams

Member - Gaylin Habetz

Member - Thomas Lowe

Member - Garland Gothreaux

Member - Brad Scoggins

Member - Kristy Cogbill

Member - Troy Nix

Member - Jessica Olsen

Member - Bruce LaBorde

Projects Director, Corporate Office

Manager Human Resources, Corporate Office

Accounting Specialist, Business Office

HR Systems Specialist, Corporate Office

Projects Director, Corporate Office

Sr Controls Systems Specialist, IEA Office

Design Specialist, Sasol

Designer, Firestone Lake Charles

Design Manager, Corporate Office

API Inspector, Firestone Lake Charles

Accounting Technician, Citgo

Strategic Account Manager, Inspection Office

Cost Technician, Westlake South

Project Manager, Corporate Office

Why Your Input Matters?

Your feedback and ideas are crucial for our continuous improvement. By participating, you help us identify areas where we can enhance efficiency, reduce costs, and foster a more collaborative environment. Your input is invaluable, and we look forward to hearing your ideas! Thank you for your ongoing commitment and contributions. Together, we can make an impact!

SCAN THE QR
CODE OR CLICK
THE LINK TO
SUBMIT YOUR
IDEA

Let 'er RIP

Have a great idea to:

- **save ReCon money?**
- **improve a process?**
- **make ReCon better?**

HOW DOES IT WORK?

1

Submit your idea by clicking the link or scanning the QR code.

2

All suggestions will be submitted directly to the ESOP Advisory Committee for review.

3

Accepted suggestions will be presented to ReCon's Board of Directors for consideration.



ACCOUNTING CORNER

401K

The 401k Employer Matching Contribution for the 2023 plan year was funded in the first week of December, and the participant allocations were posted to participant accounts the following week. Continuing a trend, the formula used for the 2023 Employer Matching Contribution was the same formula that has been used in recent years, meaning once again, ReCon matched 50% of an employee's 401k deferrals up to a maximum of 3% of the employee's compensation for 2023.

Example 1 - If Employee A contributes 4% of their annual compensation to their 401k, ReCon would contribute an additional 2% match.

Example 2 - If Employee B contributes 6% of their annual compensation to their 401k, ReCon would contribute an additional 3% match.

Example 3 - If Employee C contributes 10% of their annual compensation to their 401k, ReCon would contribute an additional 3% match.

VOYA NEWS

Voya Financial is acquiring OneAmerica's Retirement Services Business. The transaction is expected to take place on 1/1/2025. Plans will migrate over to the Voya platform in a 12-18 month period. Voya is a top 5 recordkeeper in the industry with a better participant experience. Our team at ReCon will share additional information regarding timelines, and any changes directly impacting our employees as it is relayed to us.

Happenings at

ReCon
Management • Engineering
Inspection



ReCon sponsored and presented about workforce opportunities at the Master Your Future Conference for local juniors and seniors.



ReCon sponsored, cooked, and served pastalaya at the October Southeast Texas Industry of Faith Luncheon where Roger Boyette spoke.



ReCon sponsored and attended the Ethel Precht Breast Cancer Walk.



Our Safety Team attended the Revolution Insurance Workshop in Dallas, TX.



ReCon sponsored the December Southwest Louisiana Industry of Faith luncheon where Roger Boyette spoke.

Happenings at

ReCon
Management • Engineering
Inspection

Leadership Retreat

ReCon's Leadership team attended the Leadership Retreat located at the Cypress Bend Resort where the team heard from speaker Todd Gongwer and participated in strategy and team building sessions.



Golf Tournaments

ReCon sponsored cooked and/or played in the LAMP, Louisiana Oil & Gas, Greater Baton Rouge Industry Alliance, Tournament of the Stars, Krewe de Valhalla 2024 Veteran's Day, and Westlake Geismar's 7th Annual Golf Tournaments.

HAPPY ANNIVERSARY

ONE *year*

Kenedie Beadle
Tanya Gibson
Ronnie Picou
Logan Stephenson
Mike Authement
Arthur Perez
Grant Rowland
Justin Hilton
Brooke Manuel
Tyler Fitkin
Ivan Ibarra

Charlie McDonald
Tim Mouton
Kirstin Sonnier
Josh Welch
Jed Andresio
Lacy Bell
Brody Douga
Cody Lewis
Dean Goodman
Bill Griffith

Roxann Liscano
Peter Vernon
Zach Guidry
Godis Grice
Todd Shores
Celina Kendall
Tyler Johnson
Antonio Morales
Steven DeHart
Robert Kearns
Porter Porter

FIVE *year*

Justin Kingsley

TEN *year*

Kevin Saunders
Mark Weldon
Jeremy Melvin
Bevin Laird
Ben Bollich

CONGRATULATIONS!

HAPPY ANNIVERSARY

FIFTEEN *year*

Shalane Mead

TWENTY *year*

Timothy Soileau

Troy Brooks

Mark Pilley

**TWENTY
FIVE** *year*

Rachael Murray

CONGRATULATIONS!