



RECONNECTION

JULY 2025

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FROM THE PRESIDENT'S CORNER by Roger Boyette

Welcome to our 2nd Quarter 2025 newsletter. God continues to bless our company! We are currently at 775 employees with sales through May 2025 of 51.2 million. Praise God!

We are very thankful for the addition of our T/A Inspection Services in which we are seeing growth through the addition of many Inspectors working various turnarounds in Southwest Louisiana and the Texas Golden Triangle area. We want to thank Jordan Lyons for his vision for the NDT Inspection Department and a special thanks to Cory Miller our T/A Inspection Services Manager. Cory joined our team last March in 2024 and brings a lot of knowledge and experience to the group. Great job, guys! We look forward to the continued growth of the Inspection NDT Department. We are excited about the future of our company and want to thank you for making our first Town Hall Meeting a success. We had good attendance and I believe it was very informative for all parties. Communication is a very important part of an ESOP Companies success and that is why we are making sure we keep you informed about what is going on with our company.

Below is the report from your ESOP Committee as reported at the Town Hall Meeting by the Chairman, Nathan Anderson.

ESOP Plan

- Currently in the final phase of distributions for the 2023 plan year, we have 180 participants receiving distributions.
- Menke is our current TPA. We have struggled with accurate and timely delivery of certificates.
- Due to these issues, we will be submitting an official inquiry to other TPAs and to Menke
- Currently working on closing the books for 2024. After this is complete we can start our appraisal process

ESOP Committee

- ESOP Committee now meets on a monthly basis to facilitate a more consistent progress on action items.
- Current ESOP Team:

Nathan Anderson	Christina Girard	Ben Williams	Garland Gothreaux	Kelly Gaspard
Nic Sheppard	Jason Swartz	Bruce Laborde	Brad Scoggins	Kristy Cogbill
Kourtney Hoffpauir	Thomas Lowe	<i>In Plant Vacancy</i>	<i>Inspection Vacancy</i>	

If you are interested in being considered for the ESOP Committee, please visit a member of the ESOP Committee.

- One of the programs our ESOP Committee has been working on is our ReCon Idea Pipeline
- First off, thanks to everyone who has participated.
- We have had a host of great ideas come in since the program was launched.
- One recurring theme that was apparent, by the nature of the suggestions received, was a need for an employee education/communication regarding existing company programs, policies, and capabilities. We have created a services brochure that you can find in the Self Services portal in Paylocity.
- Committee has worked to review the ideas submitted, organize, submit to the SMT for response

ESOP by the Numbers as of December 31st 2023

- Latest Stock Price: \$20.20 in 2023
- First Stock Price: \$5.42 in 2015
- Stock Price Averaged 20% increase annually since 2015
- Total # of shares in the company 849,000
- Shares held by the ESOP 566,000
- Shares held by employee owners 516,060
- Current # of active participants in the plan (2023): 684
- Over 900 ESOP distribution checks issued to date totaling in excess of \$2MM paid to over 600 former employee owners.
- Company Appraised Value as of 2023: \$17,150,000
- Total dollars in company stock held by employee owners \$10,424,582
- # of employees who became 100% vested in 2023: 65
- Total number of employees who are 100% vested: 339

Blueprints of Faith

We continued the celebration of our 30 years in business with our monthly pod cast featuring my good friend Greg Webb, First National Bank Market President. Greg has been with us since the beginning, and we share a lot of stories about the early years. If you haven't seen episode 7, please go to our ReCon website www.recon-group.com and click on News and then Blueprints of Faith Podcast. We had a great time walking down memory lane.

Please mark your calendar for our ReCon Family Day on Saturday, September 13th. I would love to see all of you there to celebrate with us. Stay tuned for more information on how we are celebrating our 30 years of business.

Let's Study the Bible Together

Our study today is about Joshua. Joshua served Moses and then took over to lead the children of Israel into the promised land. What do we know about Joshua?

1 Chronicles 7:20

The descendants of Ephraim:...

1 Chronicles 7:27

Nun his son, and Joshua his son.

1. Joshua was the son of Nun from the tribe of Ephraim.

Numbers 1: 1-2

The Lord spoke to Moses in the tent of meeting in the Desert of Sinai on the first day of the second month of the second year after the Israelites came out of Egypt. He said: "Take a census of the whole Israelite community by their clans and families, listing every man by name, one by one.³ You and Aaron are to count according to their divisions all the men in Israel who are twenty years old or more and able to serve in the army.

2. Joshua was in the group that was at least 20 years old it is estimated that he was probably 35 – 45 years old at this time – See Exodus 17:9 below, he was of age to lead a battle

3. Therefore, he was part of the Exodus from Egypt

Exodus 33:11

The LORD would speak to Moses face to face, as one speaks to a friend. Then Moses would return to the camp, but his young aide Joshua, son of Nun, did not leave the tent.

4. Joshua was a young man that was mentored by Moses
5. Faithful to God and stayed in the tent of meeting; this shows what kind of follower he was and he wanted to learn as much as he could about God

Exodus 17: 9

Moses said to Joshua, "Choose some of our men and go out to fight the Amalekites. Tomorrow I will stand on top of the hill with the staff of God in my hands."

6. Joshua led the battle against the Amalekites and was successful
7. Moses had confidence in Joshua

Numbers 13:1-4, 8, 16

The Lord said to Moses, "Send some men to explore the land of Canaan, which I am giving to the Israelites. From each ancestral tribe send one of its leaders." So at the Lord's command Moses sent them out from the Desert of Paran. All of them were leaders of the Israelites. These are their names:

from the tribe of Ephraim, Hoshea son of Nun;

These are the names of the men Moses sent to explore the land. (Moses gave Hoshea son of Nun the name Joshua.)

9. We see that a great report of the land was given but they did not have faith that God would defeat their enemies and give them the possession of the land

10. We see Caleb spoke up and, in the scripture, we see below that Joshua agreed with Caleb

Numbers 14:6 - 9

Joshua son of Nun and Caleb son of Jephunneh, who were among those who had explored the land, tore their clothes and said to the entire Israelite assembly, “The land we passed through and explored is exceedingly good. If the Lord is pleased with us, he will lead us into that land, a land flowing with milk and honey, and will give it to us. Only do not rebel against the Lord. And do not be afraid of the people of the land, because we will devour them. Their protection is gone, but the Lord is with us. Do not be afraid of them.”

11. Joshua and Caleb stood against the others believing that God would provide them victory and give them the possession of the land

Numbers 14: 28 – 34

So tell them, ‘As surely as I live, declares the Lord, I will do to you the very thing I heard you say. In this wilderness your bodies will fall — every one of you twenty years old or more who was counted in the census and who has grumbled against me. Not one of you will enter the land I swore with uplifted hand to make your home, except Caleb son of Jephunneh and Joshua son of Nun. As for your children that you said would be taken as plunder, I will bring them in to enjoy the land you have rejected. But as for you, your bodies will fall in this wilderness. Your children will be shepherds here for forty years, suffering for your unfaithfulness, until the last of your bodies lies in the wilderness. For forty years — one year for each of the forty days you explored the land — you will suffer for your sins and know what it is like to have me against you.’

12. Joshua and Caleb were not killed with the others because they had faith in God and they would be able to enter the promised land

13. All those above 20 would wander in the wilderness but die during the 40 years but those below the age of 20 would wander in the wilderness for 40 years and enter the promised land

All this took place during the first two years after the Exodus from Egypt. We see that God was angry and declared no one 20 years of age or older, except for Caleb and Jacob, would enter the Promised Land.

At this point Joshua has shown his faithfulness to Moses and the Lord and has proven he is a worthy leader. We will pick up our study next quarter and see how Joshua was used in the 40 years of wandering in the wilderness.

If you have any comments or questions or want to know about Jesus, please give me a call 337-302-3589 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

JOB OPPORTUNITIES

ReCon is currently looking for qualified and experienced Project Managers and Project Engineers for the Management (in-plant) division.



**CLICK HERE TO
VIEW OUR CAREERS PAGE**

BluePrints of
FAITH
podcast



**WATCH
HERE**



SAFETY TALK

MONTHLY SAFETY TOPICS

APRIL
**EYE AND
FACE
PROTECTION**

MAY
**HEAT
STRESS**

JUNE
**EMERGENCY
PREPAREDNESS**

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	135,706.42	719
APRIL	137,474.86	734
MAY	133,426.91	720
JUNE	138,059.85	770
JULY		
AUGUST		
SEPTEMBER		
OCTOBER		
NOVEMBER		
DECEMBER		
YEARLY TOTAL	819,646.38	
HRS SINCE LAST RECORDABLE	12,582,341.26	
HRS SINCE LAST LOST TIME	14,069,16.16	

30 YEAR OSHA FREE AWARD



We were honored to receive 30-Years OSHA-Free Award at Citgo! This incredible achievement is a direct result of the hard work, dedication, and safety-first mindset of our employees at Citgo.

VOTE
RECON
Management • Engineering
Inspection

BEST ENGINEERING FIRM

AMERICAN PRESS

2025
People's
Choice of
SWLA



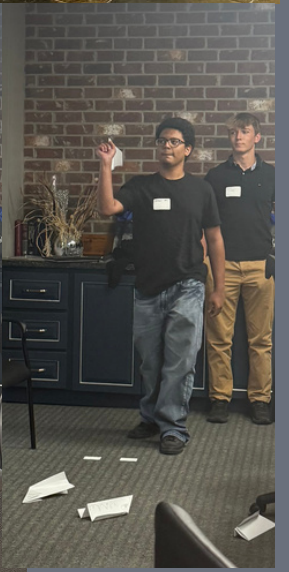
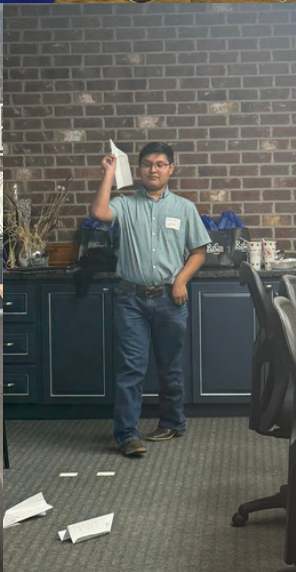
VOTE >>

**CAST YOUR VOTE FOR RECON
FOR SWLA 2025 PEOPLE'S
CHOICE AWARD FOR THE
AREA'S BEST ENGINEERING
FIRM!**

VOTE HERE!

SHADOWING PROGRAM

ReCon hosted our second annual Shadowing Program. This initiative welcomed local high school students to spend a day at our office, gaining firsthand insight into careers in Engineering, Design, and Human Resources. Eleven students explored the technical aspects of our Engineering and Design disciplines, while one student learned about the dynamic field of Human Resources. We're proud to invest in the next generation by offering real-world exposure to our industry and subject matter experts.





HEALTH CORNER

Health Corner: Preventive Care – Covered at 100%

Did you know that many preventive services are completely covered by your health plan—with no deductible, copay, or out-of-pocket cost to you?

As part of our Blue Cross and Blue Shield of Louisiana medical coverage, preventive care services are available at no cost when you visit an in-network provider. These services are designed to keep you and your family healthy through early detection, routine screenings, and wellness checks.

Covered Services Include:

- Annual physicals and wellness exams
- Immunizations (including flu and COVID shots)
- Screenings for cholesterol, diabetes, cancer, and more
- Behavioral health screenings
- Women's and prenatal health services
- Pediatric checkups and developmental screenings
- Colorectal Cancer Screenings

If you're between ages 45–75, a screening colonoscopy is covered in full every 10 years—no deductible, no copay—when performed by an in-network provider. Other options like FIT tests, Cologuard, and sigmoidoscopies are also available.

Why It Matters:

Preventive care helps catch health issues early—when they're often easier and less expensive to treat.

Set up your primary care provider and learn more by logging into your Blue Cross member portal at www.lablue.com.



START SAVING TODAY

with exclusive discounts just for
Blue Cross Blue Shield members.

What if there was a way for you to save money on what you
and your family need most?

Say hello to Blue365! It's available to you as a Blue Cross Blue Shield member and free to register.
Access year-round discounts on affordable solutions to support your health. And unlike some other
discount programs, there's no need to earn rewards or points in order to take advantage of these
exclusive deals—*you can start saving immediately!*

Enjoy one-of-a-kind discounts on:



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& Apparel**



**Gym
Member ships**



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Nutrition



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...And much more!

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Blue365

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E**S****O****P***news*

CONGRATS! You are 100% vested!

We are thrilled to announce that the following partners have met 6 years with ReCon during the 2nd quarter of 2025. They are 100% vested in our Employee Stock Ownership Plan (ESOP).

Mark Fontenot

Chuck Davis

Roneld Fregia

Robert Castleberry

Britney Logray

Laura Duhon

Katelyn Benoit

Madison Daigle

Cade Clement

Jason Googe

Kenneth Perridon

Cody Hammermeister

Martha DeWaal

Angela Bertrand

Alexis Priess

Gustavo Gutierrez

Alex Wang

Laci Meadow

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!

ESOP EDUCATION AND COMMUNICATION

A new Shareholder Update Video series has launched! The first video is now available on Paylocity—check it out and share your feedback. Plans are underway to create more educational content to help partners better understand how they impact company value and how the ESOP works.

REGISTER HERE!

RECON

FAMILY DAY

SEPTEMBER 13, 2025



**JOIN US TO CELEBRATE OUR 30TH YEAR
ANNIVERSARY AT THIS YEAR'S FAMILY DAY!**

**GAMES
FUN JUMPS
LAZER TAG
SNO CONES**

**FOOD
DOOR PRIZES
BAKING CONTESTS
BINGO**

**GIVEAWAYS
GAMING
ROCK WALL
SNACKS**



**WEST CAL EVENT CENTER
SULPHUR, LA / 10 AM - 2 PM**

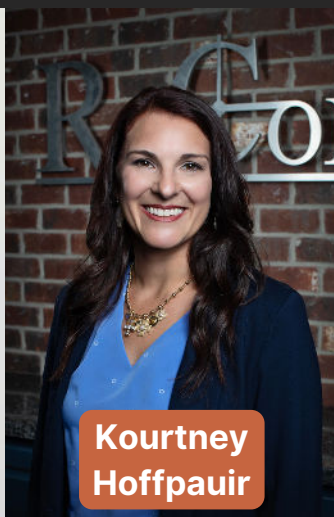
Women IN engineering



Congratulations to our very own Kathryn Rozas, Process Engineering Manager, who was featured in the June Women in Engineering edition of Thrive Magazine.

[CLICK HERE TO READ](#)

In June, we celebrated International Women in Engineering Month by recognizing the talented women at ReCon who lead with skill, innovation, and determination. Your commitment to excellence and continuous problem-solving helps shape both our company and the industry. We thank you for your invaluable contributions. Below are just a few ReCon Engineers that are making a lasting impact!



Happenings at

ReCon
Management • Engineering
Inspection



ReCon was a title sponsor for the 40th Annual Citgo Lake Charles Golf Classic. This tournament raised \$695,000 to support the Muscular Dystrophy Association.

ReCon was honored to receive an award at the annual SWLA Veterans Association banquet. The award recognized ReCon's commitment to the SWLA Veterans community.



Dan Vallot and Ryan Taylor participated in the Greater Baton Rouge Industry Expo.



The Business Development team set up at the Energy Projects Conference and Expo in Houston.



The Inspection team participated in the Miracle Match for Life Golf Tournament (BASF and TotalEnergies)

Some team members participated in the SWLA FCA Golf Tournament



HAPPY ANNIVERSARY

ONE *year*

Eugene Sonnier	Lisa Alexander
Mick Estay	Conway Corbello
Jacob Lewis	Richard Truong
Madison Droddy	Jacob Fontenot
Nic Hunsaker	Kamryn Trahan
Jessica Parker	Joel Jeminez
Destiny Cupp	Connor Broussard
Willis Leblanc	Dustin Trahan
Josh Casey	Ashley Broussard
Brock Bujard	Sonal Sharma
Curtis Modisette	TJ Giammona
Pat Davis	Ranell Tims
Andrew Mann	Keith LeDoux
Mariam Aziz	JP Wappler
Kayla Moore	Aubrey Durant
Gil Broussard	Cameron Vincent
Michael Shortt	

CONGRATULATIONS!

HAPPY ANNIVERSARY

FIVE *year*

Shane Davis
Alicia Dennis
Dean Rougeau

Josh Buford
Laura Stutes
Mike Morein

Marcus McBride

TEN *year*

David Brackin
Lannette Blanchard
James Hardy

TWENTY FIVE *year*

Jordan Lyons

CONGRATULATIONS!