



RECONNECTION

OCTOBER 2025

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FROM THE PRESIDENT'S CORNER by Roger Boyette

Welcome to our 3rd Quarter 2025 newsletter. Our sales through the first three quarters of 2025 were \$120.3 million and we are on track to match or beat last year's record of \$135 million. God continues to bless our company!

As, I shared with everyone during the last Town Hall meeting the Engineering workload has slowed down, but this has given us an opportunity to work on our internal processes and procedures. As well, it has pulled the team together in our marketing efforts. We have established many new clients and contracts.

"A Call to Prayer"

The event was a huge success because of our many volunteers. We had over 500 in attendance, and we had over 1600 hits on the live stream. I would like to recognize the speakers (prayer warriors) who participated:

Sean Newell, Jordan Lyons, Kourtney Hoffpauir, Daniel Lejeune, Phillip Fontenot, Nathan Anderson, Camille Lyons, Nic Sheppard, Bert Feuerbach, Blake Johnson, Mike Nelson, Mark Valentine, Brad Scoggins, Lauren Mullican, and Godis Grice. Great Job everyone and thanks for your faithfulness and participation.

Also, I would like to recognize the ReCon Worship Team which made for a great worship experience:

Stephen Hughes, Jordan Says, Nic Sheppard, Toby Newell, Caleb Montz, Denee Arenó, Sarah Goodrich, Klæe Warren. Great job! Thank you for your faithfulness to our God and for using your talents to lead in worship.

Also, I would like to thank so many others that helped by participating in the planning, set up, praying, advertising, and ushering. I probably will miss a couple, but I want to try:

Kobrina Benoit, Kirstin Sonnier, Tami Tolbert, Gil Broussard, Alyx Henagan, Ron Ritter, and Josh Eubanks.

Thanks everyone that was involved in making this event successful.



Blueprints of Faith

We continued the celebration of our 30 years in business with our monthly podcast. If you haven't seen episode 9, 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 with the first ladies of ReCon, Kay Boyette, Vicki Lyons, and Cindy Saxon. They did a fantastic job of sharing some stories about the early days and about how faith led us through some difficult times.

Let's Study the Bible Together

Our study this quarter is the continuation of Joshua. We learned last quarter that Joshua served Moses, was faithful to God, was a warrior, and was mentored by Moses.

During the Israelites' 40 years in the wilderness, Joshua served as Moses' faithful aide and protégé, witnessing God's power firsthand and preparing to succeed his mentor. His key roles during this period included military leadership, spiritual devotion, and unwavering faith in God, most notably as one of the two spies who trusted God to fulfill his promise.

Military commander

Joshua was entrusted with military leadership at the very beginning of the Israelites' journey from Egypt.

Led the battle against Amalek: Shortly after crossing the Red Sea, the Israelites were attacked by the Amalekites at Rephidim. Moses instructed Joshua to choose men and lead the Israelite army into battle. With God's divine help, Joshua and his men defeated the Amalekites, establishing his first major military victory.

Moses' loyal assistant and protégé

For 40 years, Joshua was Moses' constant companion and student, learning directly from Israel's greatest prophet.

Accompanied Moses up Mount Sinai: Joshua was the only one to accompany Moses part of the way up the mountain where Moses received the Ten Commandments. He was also there when Moses came down and discovered the Israelites worshipping the golden calf.

Guarded the Tent of Meeting: After the golden calf incident, Moses pitched his tent away from the camp to meet with God. Exodus 33:11 mentions that Joshua would not leave the Tent of Meeting, indicating his deep spiritual dedication and commitment to being in God's presence.

Man of faith and conviction

Joshua's steadfast faith was a defining quality during the wilderness years, setting him apart from the rest of his generation.

One of the 12 spies: At Kadesh-Barnea, Joshua was one of the 12 tribal leaders sent to scout the land of Canaan. While 10 spies reported that the land was unconquerable because of its fortified cities and giants, Joshua and Caleb encouraged the people, believing that God would deliver the land to them.

A survivor of the first generation: As a result of the 10 spies' fearful report, the Israelites rebelled against God. For this, God condemned the entire generation (aged 20 and over) to die in the wilderness. Only Joshua and Caleb, because of their unwavering faith, were spared and permitted to enter the Promised Land.

Next quarter we will look at Joshua as he enters the Promised Land.
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

JULY
BLOOD BORNE
PATHOGENS

AUGUST
ELECTRICAL
SAFETY AND
GROUND
FAULT

SEPTEMBER
HAND
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	135,706.42	719
APRIL	137,474.86	734
MAY	133,426.91	720
JUNE	138,059.85	770
JULY	149,189.02	730
AUGUST	124,551.79	717
SEPTEMBER	136,059.52	709
OCTOBER		
NOVEMBER		
DECEMBER		
YEARLY TOTAL	1,229,446.71	
HRS SINCE LAST RECORDABLE	12,992,141.59	
HRS SINCE LAST LOST TIME	14,478,986.49	



HEALTH CORNER

Health Corner: It's Time to ReCon-nect.

As the holidays draw near, life seems to move faster — deadlines, travel, family gatherings, and all the emotions that come with the season. It's easy to get caught in the rush and forget to pause, breathe, and *ReCon-nect* — with ourselves, with one another, and with what truly matters.

This season, take a moment to check in — on your health, your peace of mind, and the people around you. A simple prayer, a kind word, or a quick “How are you doing?” can make a bigger difference than you realize.

Remember, ReCon's benefit programs are here to support you — from preventive care and mental health resources to confidential guidance through our Employee Assistance Program (EAP). Sometimes taking care of others begins with taking care of yourself.

As we move into the holidays, may we each find time to rest, reflect, and ReCon-nect — with faith, with gratitude, and with one another. Because at ReCon, caring for people isn't just what we do — it's who we are..

Get Ready for Open Enrollment!

Open Enrollment kicks off this December, and this year it's a fully online experience — no paper packets or mailed materials. Take a few minutes now to make sure you're ready!

Here's how to prepare:

1. **Check Your Contact Info:** Log in to the Paylocity portal and select the Personal tab to review and edit your contact information. Make sure your primary email address is correct and your communication preferences are set to receive electronic notifications.
2. **Download the Paylocity App:** Access your benefits from anywhere! Use the app to enroll, upload documents, review plan details, and manage your benefits — all from your phone.
3. **Stay Tuned:** Detailed enrollment instructions and benefit updates will be shared in the coming weeks. Don't miss important dates and information that could impact your coverage for 2026.

Questions?

Contact the Human Resources Department at 337-583-1482
Monday - Friday 8:00 a.m. – 5:00 p.m. CT.

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.

ESOP news



MEET YOUR NEWEST ESOP ADVISORY BOARD MEMBERS

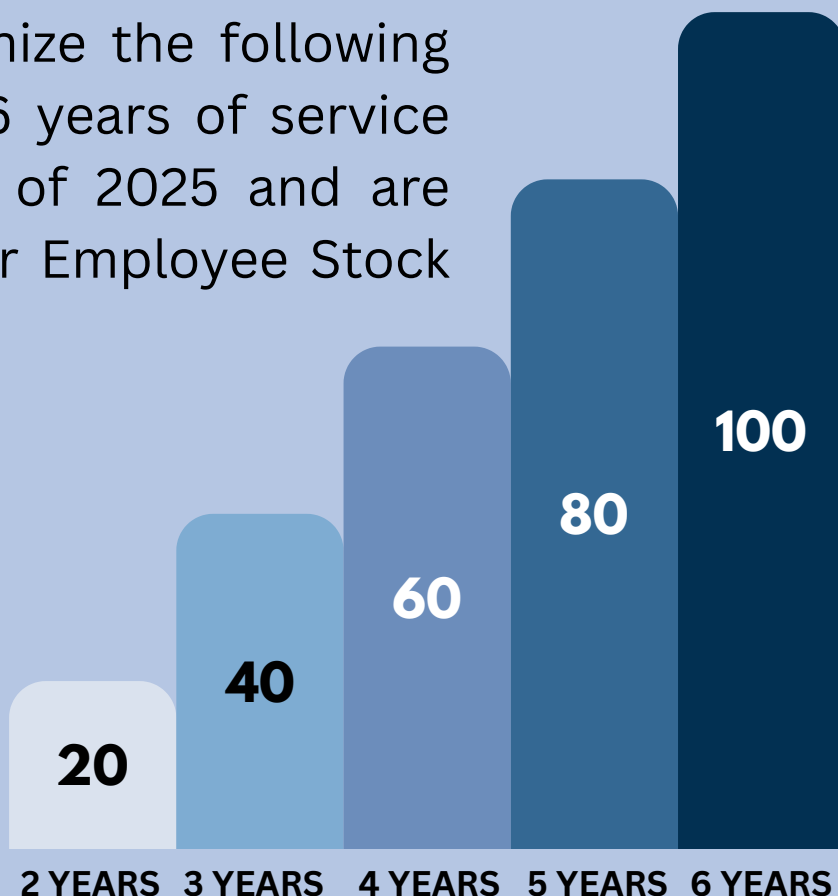


Please join us in welcoming **RayAnn Benoit (Cheniere)**, **Steven DeHart (Inspection)**, and **Sean Newell (Corporate Office)** to the ESOP Advisory Board! Their fresh perspectives and dedication will help strengthen our employee ownership culture.

CONGRATULATIONS TO THESE RECON PARTNERS YOU ARE 100% VESTED

We are proud to recognize the following partners who reached 6 years of service during the 3rd quarter of 2025 and are now 100% vested in our Employee Stock Ownership Plan (ESOP).

Bobby Sims
Allison Gil
Arthur Babineaux
Jeff Greer
Ray Hill
Jonathan Fussell



ESOP SPRING CONFERENCE

ReCon's ESOP Advisory Board members had the opportunity to attend **The ESOP Association Spring Conference** in Dallas in September.



Topics and education included:

- ESOP Management & Legal Updates
- Employee Engagement Strategies
- AI in the Workplace
- Building Ownership Culture



We're excited to bring back insights to our partners that will help us grow and improve our ESOP program.

COMMUNITY INVOLVEMENT



ReCon is passionate about serving our community, and we recognize that our impact goes beyond building great projects. We hope to make an impact in the lives of those in our communities by giving financially and volunteering our time.

ReCon is blessed to be able to contribute to charitable organizations and local sponsorships through a formal and budgetary process. Please read through the program guidelines and complete the sponsorship application for consideration.

For more information or request sponsorship, go to the ReCon website or visit www.recon-group.com/recon-gives/.

Meet Your ESOP Advisory Board

Your ESOP Advisory Board is made up of employee-owners from across ReCon who are passionate about promoting ownership culture, supporting transparency, and helping shape the future of our ESOP. These board members represent a variety of departments and locations, bringing diverse perspectives to the table.

What Does the ESOP Advisory Board Do?

The ESOP Advisory Board plays a vital role in supporting our employee ownership culture. Their responsibilities include:

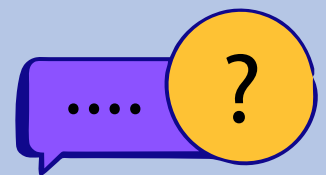


- Reviewing and prioritizing suggestions submitted through the ReCon Idea Pipeline.
- Promoting education and awareness about the ESOP and how it benefits employees.
- Advising leadership on employee perspectives and ownership-related initiatives.
- Encouraging engagement through events, recognition programs, and communication.

Board members are your peers. They are here to listen, advocate, and help shape the future of ReCon through ownership.

Why Reach Out to the Board? You can contact board members to:

- Ask questions about the ESOP.
- Share ideas or concerns.
- Get involved in ESOP-related initiatives.
- Nominate someone for the Outstanding Employee Owner Award.
- Learn more about how you can become a board member in the future.



Have a question, suggestion, or want to get involved? Reach out to the ESOP Advisory Board at ESOPAdvisoryBoard@recon-group.com or reach out to one of us.

RECON ESOP ADVISORY BOARD

NATHAN ANDERSON Projects Director	ESOP Chair Corporate Office	nanderson@recon-group.com (337) 583-1276
NIC SHEPPARD Manager HR	ESOP Co-Chair Corporate Office	nsheppard@recon-group.com (337) 583-1275
KELLY GASPARD HR Systems Specialist	ESOP Secretary Corporate Office	kgaspard@recon-group.com (337) 583-1279
KRISTY COGBILL Accounting Technician	ESOP Treasurer Citgo	kcogbil@citgo.com (337) 708-8404
GARLAND GOTHREAU Project Manager	Member Corporate Office	ggothreaux@recon-group.com (337) 583-1292
BRAD SCOGGINS Inspector	Member Firestone	scogginsbradley@bfusa.com (337) 882-5410
BEN WILLIAMS Sr Controls Systems Specialist	Member Corporate Office	bwilliams@recon-group.com (337) 583-1285
THOMAS LOWE Designer	Member Firestone	lowethomas@bfusa.com (337) 882-5314
BRUCE LABORDE Project Manager	Member Corporate Office	blaborde@recon-group.com (337) 583-1297
JASON SWARTZ Construction/Project Coordinator	Member LIP JV	jason.swartz@lyondellbasell.com
CHRISTINA GIRARD HR Business Partner	Member Corporate/TX Area	cgirard@recon-group.com (337) 583-1416
RAYANN BENOIT Engineer	Member Cheniere	rayann.benoit@cheniere.com
STEVEN DEHART RT /Radiation Safety Mgr	Member Inspection	sdehart@recon-group.com (337) 583-1479

FAMILY DAY

SEPTEMBER 13th

2025



2025 Family Day was a success spent at Grant Farms! We look forward to this event each year to get to come together and see everyone and their families. Special thanks to everyone that attended! It was a great day of food, fellowship, and fun!

Happenings at

ReCON
Management • Engineering
Inspection



Team members from the Sulphur Design group got together at Frasch golf course.



Region V Quarterly Job Fair

Our Safety Team attended the Revolution Risk Control Workshop in New Orleans, La.



Lamar University Career Fair



ReCon participated in the Stich Guillory golf tournament at Graywood.



LA Tech Career Fair

McNeese Career Fair



LSU Engineering Network Reception



HAPPY ANNIVERSARY

ONE *year*

Jared Raggio	Cameron Westney
Leah Howard	Glen Menard
Donovan Rigdon	Lowell Myers
Faith Camp	Kevin Morrell
Dalton Wimberly	Clint Stewart
Jason Williams	Kevin Brasher
Austin Pugh	Wayne Toney
Rainee Mouton	Roger Holsomback
Cindy Jacobs	Josh Smith
Jacob Rhodes	Duane Ngo
Cuong Nguyen	Christian McGee
Falen Conrad	Mike Hambrick
Billy Nikolakopoulos	Randy Brister
Amber Clement	Sach Van
Philip Dronet	Earl Johns
Dayne Seay	Taylor Phillips

CONGRATULATIONS!

HAPPY ANNIVERSARY

FIVE *year*

Shanna Saunders

Richard Vassar

Greg Whelan

Rick Worsham

TEN *year*

Keith Mancil

Brandon McDaniel

Eric Nduku

FIFTEEN *year*

Brandy Maneille

TWENTY *year*

Glen Boaz

CONGRATULATIONS!