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FROM THE PRESIDENT'S CORNER by Roger Boyette

Welcome to our 4th Quarter 2025 newsletter. Our sales through the first eleven months of 2025 were approximately \$130 million and so we are on track to beat last year's record of \$135 million. We had a lot of sales for purchasing equipment which led to our revenue growth. God continues to bless our company!

We continue to witness God moving through our company in expanding our markets across the Gulf coast area from Corpus Christi, TX to Baton Rouge, LA and throughout the continental United States. We want to thank Dan Vallot, who is our Sr. Business Development consultant in Baton Rouge, LA area for taking the lead in successfully creating contracts and new business opportunities, working with Randy Brister in the Pasadena, TX area.

But they cannot do it on their own and we are thankful for all our leadership team and their personnel from the Business Partners, Projects Directors, Project Managers, Department Managers, Department Supervisors. It truly is a team effort, and I am so proud of everyone who made an effort to reach out to help develop new clients.

FROM THE PRESIDENT'S CORNER

by Roger Boyette

ESOP

Our first ESOP Board Meeting was held on July 13th, 2023, and I want to thank each member past and present for the excellent work that you have done and continue to do for our company. There have been many recommendations that have supported changes in our Employee Handbook, our benefits, and our policies.

Special thanks for your excellent work and assistance last year and this year working with our health insurance. We appreciate your time and dedication to making the best decisions for our employees and our company.

You have and will continue to be a support in making the right decisions that will affect our ESOP and company

Blueprints of Faith

If you haven't seen episode 10, please go to our ReCon website www.recon-group.com and click on News and then Blueprints of Faith Podcast. It was my turn to interview my friend and co-host Brady Cannon. He has had a change in his career path, and it is great to see God working in his and his family's life. He is a great young Christian man and has a great testimony. Also, we have completed episode 11, where we interviewed our new Chaplain Josh Eubanks. I believe everyone is aware that Gil Broussard has accepted the full-time position of Sr. Pastor at Belview Baptist in Westlake. That episode is available on our website and is also posted in the community section of Paylocity. So please continue to support our video pod cast. If you have any comments, questions or subjects, you would like us to discuss, please email me at rboyette@recon-group.com.

BluePrints of
FAITH
podcast



**WATCH
HERE**

FROM THE PRESIDENT'S CORNER

by Roger Boyette

CURRENT ESOP ADVISORY BOARD MEMBERS

Advisory Board Chair	Nathan Anderson, Projects Director
Advisory Board Vice-Chair	Nic Sheppard, Manager HR
Secretary	Kelly Gaspard, HR Systems Specialist
Treasurer	Kristy Cogbill, Accounting Tech
Board Liaison	Roger Boyette, CEO
Trustee	Ken Oakley, CFO
Member	Garland Gothreaux, Project Manager
Member	Brad Scoggins, Inspector
Member	Ben Williams, Sr Controls Systems Spec
Member	Bruce Laborde, Project Manager
Member	Christina Girard, HR Business Partner
Member	Steven DeHart, RT Manger
Member	Jason Swartz, Project Coordinator
Member	Rayann Benoit, Engineer
Member	Sean Newell, Project Manager

Past Members:

Shalane Mead, Kourtney Hoffpaur, Tassie Corbett
Gaylin Habetz, Jace Bolton, Troy Nix, Jessica Olsen, Thomas Lowe

Thanks again to each and every one for an excellent job!

FROM THE PRESIDENT'S CORNER

by Roger Boyette

Let's Study the Bible Together:

We have learned through this study that Joshua served Moses, was faithful to God, was a warrior, and was mentored by Moses. He was a military leader, was loyal to God and Moses. He was Moses's protégé, a man of faith and conviction.

Our study this quarter is the continuation of Joshua as he enters the Promised Land.

(Deuteronomy 34:1-7) – Tells us that Moses was not allowed to go into the Promised Land but was able to go to the top of Mount Nebo and see all the Land Promised to the children of Israel. The scripture tells us that Moses died there, and God buried him there.

(Numbers 20:1-3) – Why was Moses not allowed to go into the Promised Land? Because of his disobedience at the waters of Meri bah.

(Deuteronomy 34:9) – Tells us that Joshua was full of the spirit of wisdom because Moses laid his hands on him and showed the children of Israel he would take over for Moses.

(Joshua 1:1-2) – States that God commissioned Joshua to cross the Jordan and enter the Promised Land.

(Joshua 1:5-6) – We see that God told Joshua that He would be with him, never leave him, and no one would be able to stand against him. He instructed him to be strong, courageous, and divide the land between the children of Israel.

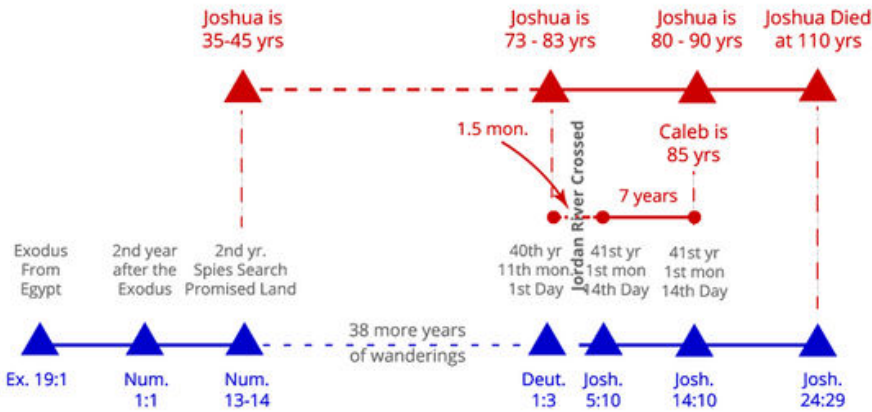
As we know Joshua was with Moses for 40 years and followed God and Moses faithfully. God and Moses were grooming Joshua for the next step in his career. Moses was a spiritual, political, diplomatic leader. Patiently listening to the peoples complaints and led them as a peacemaking shepherd; by providing water from a rock.

By the time the Israelite's reached Canaan, fierce enemies awaited them. The children of Israel needed a much more confrontational leader, a military man skilled in war. Joshua was that man. His leadership skills were different from Moses's. He was a tough commander, a military, in-your-face leader, confronting laziness and their fear of the enemy. When asked for water he instructed the people to dig their own wells.

Joshua led through 30 years of conquering Cannan. Next Quarter we will look at some of the key conquest that was made to claim the Promised Land. I recommend studying Joshua and see how Joshua was used by God and how he lead during these 30 years.

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.

Joshua Was 73 - 83 Years Old
When He Entered The Promised Land



Thanks, Roger

Christmas at ReCon

SANTA AT RECON

Access all photos from the event here!

PINKTOBER

BREAST CANCER AWARENESS MONTH

SULPHUR



LAKE CHARLES



PASADENA



BEAUMONT

ETHEL PRECHT BREAST CANCER WALK



EMPLOYEE OF THE MONTH

OCTOBER



**KOBRINA
BENOIT**

NOVEMBER



**ALICIA
CLAUDIO**

NOMINATE AN EMPLOYEE OF THE MONTH!

DO YOU WORK WITH SOMEONE WHO CONSISTENTLY GOES ABOVE AND BEYOND? SOMEONE WHO BRINGS POSITIVITY, EXCELLENCE, OR DEDICATION TO THE WORKPLACE. WE ARE NOW ACCEPTING NOMINATIONS FOR OUR EMPLOYEE OF THE MONTH!

TAKE A MOMENT TO RECOGNIZE THEIR HARD WORK AND
SUBMIT YOUR NOMINATION HERE:

[HTTPS://FORMS.OFFICE.COM/R/YVDBNNPDWY](https://forms.office.com/R/YVDBNNPDWY)



SAFETY TALK

MONTHLY SAFETY TOPICS

OCTOBER
**SLIPS, TRIPS,
AND FALLS**

NOVEMBER
**LADDER SAFETY /
THANKSGIVING
SAFETY TIPS**

DECEMBER
**FINISH YEAR
STRONG -
REFOCUS**

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	126,741.80	667
NOVEMBER	110,973.16	662
DECEMBER		
YEARLY TOTAL	1,467,161.67	
HRS SINCE LAST RECORDABLE	13,229,856.55	
HRS SINCE LAST LOST TIME	14,716,701.45	



IN OCTOBER, RECON HOSTED ITS THIRD ANNUAL SHADOWING PROGRAM, WELCOMING LOCAL HIGH SCHOOL STUDENTS INTO OUR OFFICE FOR A DAY OF LEARNING AND EXPLORATION. THE PROGRAM PROVIDED STUDENTS WITH AN INSIDE LOOK AT CAREERS IN ENGINEERING, DESIGN, AND HUMAN RESOURCES. SIX STUDENTS EXPERIENCED THE TECHNICAL WORK OF OUR ENGINEERING AND DESIGN TEAMS, WHILE ONE STUDENT EXPLORED THE FAST-PACED ENVIRONMENT OF HUMAN RESOURCES. WE ARE PROUD TO HELP INSPIRE THE NEXT GENERATION BY OFFERING EXPOSURE AND MEANINGFUL CONNECTIONS WITH OUR INDUSTRY PROFESSIONALS.

JOB FAIRS



THE RECRUITING TEAM PARTICIPATED IN THE THIRD ANNUAL MCNEESE ENCS-IAB FALL FOOD TRUCK EVENT.



HEALTH CORNER

A GENTLE REMINDER: PREPARING FOR LIFE'S "WHAT IF'S"

None of us like to think about becoming seriously ill, disabled, or passing away. Yet one of the greatest gifts you can give your loved ones is peace of mind. When families are left without clear instructions, they may struggle to access bank accounts, pay bills, or even locate critical documents. Being proactive now ensures that your family won't be left trying to piece things together during an already painful time. We cannot control life's uncertainties, but we can lighten the burden for those we love most. By preparing today, you give your family clarity, security, and peace of mind tomorrow.

What You Can Do Today:

1. **Create a simple list** of your important accounts and instructions (banking, utilities, insurance, retirement, etc.).
2. **Prepare a legal document** such as a Will, Power of Attorney, or Advance Directive to ensure your wishes are carried out.
3. **Communicate with your loved ones** — let them know where these documents are kept and who to contact in case of emergency.

Getting Started

- Speak with an estate planning attorney to prepare proper legal documents.
- Ask your bank, insurance carrier, and retirement provider about beneficiary designations — these often override wills.
- Consider preparing a secure "family file" with copies of your most important documents.

My Family Information & Emergency File:

Personal Information

- Full Name:
- Date of Birth:
- Social Security Number (last 4 only):
- Employer:
- HR/Payroll Contact:

Emergency Contacts

- Primary Contact:
- Relationship:
- Phone/Email:

Legal Documents

- Will: Yes / No — Location:
- Power of Attorney: Yes / No — Location:
- Advance Directive / Living Will: Yes / No — Location:
- Attorney's Name & Contact:



HEALTH CORNER

A GENTLE REMINDER: PREPARING FOR LIFE'S "WHAT IF'S"

ReCon Information

- **Employee Assistance Program (EAP):** mutualofomaha.com/eap
- **LEGAL ADVICE**—May include access to free or discounted legal advice, financial counseling, and other helpful services. Contact: 800-316-2796.
- **COUNSELING SERVICES**—Three sessions per year conducted either face to face counseling or video
- **401k:** <https://www.oneamerica.com/>
- **ESOP:** MenkeESOP.com
- **Life:** www.paylocity.com
—Company ID: 132351
- **HSA:** www.paylocity.com
—Company ID: 132351

Financial Accounts:

(Include account type and where to find access info — not passwords in this sheet)

- Bank/Credit Union(s):
- Mortgage/Landlord:
- Utilities
(Electric/Water/Gas/Internet):
- Insurance Policies (Life, Auto, Home, Health):

- Retirement Accounts
(401k/IRA/Pension):

Other Key Information

- Safe Deposit Box / Home Safe Location:
- Important Memberships/Benefits (Union, ESOP, etc.):

Reminder: Keep your beneficiaries **up to date** after major life events (marriage, divorce, new child, loss of a loved one). In most cases, beneficiary designations **override wills** and determine who receives these assets directly.

Beneficiaries

- Life Insurance Beneficiary(ies):
- 401(k)/Retirement Beneficiary(ies):
- ESOP/Stock Plan Beneficiary(ies):
- Other Accounts (HSA, Pension, Annuities, etc)

Final Instructions

- I want my family to contact:
- I want my funeral arrangements handled by:
- Notes / Special Wishes:

Reminder: This is not a legal substitute for a Will, Power of Attorney, or other estate planning documents. Please consult with a licensed attorney to prepare those documents.

Happenings at

ReCON
Management • Engineering
Inspection

ReCon attended the Firestone
Golf Tournament



ReCon won 1st place in the Citgo
LCMC/CSA Jambalaya cook off Mid
pot division

ReCon was a sponsor for the
McNeese Rodeo Team.



ReCon participated in the LCIA
Golf Tournament.

HAPPY

ANNIVERSARY

ONE
year

Kristal Owens
Wade Dittman
Jeremy Hotard
Brian Cates
Mason Young
Tyler Butterfield
Christopher Ussery
Raymond Laughlin
Triston Vidrine
Dustin Harris
Ja'Mycheal Robertson
Alyx Mullins
Tim Kopecky
John Schoeffler
Efrem Capili

TEN
year

Johnathan Montie

FIFTEEN
year

Shantain Blanchard

TWENTY
year

Rafael Gutierrez

TWENTY
FIVE
year

Mike Boyette
Sandy Bagley

FIVE
year

Shane Derrington
Ed Manuel
Tyler Corbin
Tanner Chitty
Stephen Duhon
Blake Johnson

CONGRATULATIONS
TO ALL OF THESE
EMPLOYEES!