

RECONNECTION



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FROM THE PRESIDENT'S CORNER

by Roger Boyette

Quarter 1, 2026

Welcome to our 1st Quarter 2026 newsletter. I am very confident and excited about the future of our company ReCon.

God continues to bless us even though we experienced a downturn in our industry which has carried over to the first quarter of this year.

God knew that this was going to happen. It was no surprise to Him.

As always, He provided for us with a great year in 2024 and helped carry us through.

He is Jehovah-jireh our provider. We give Him all the glory and praise for the success of ReCon for these 31 years.

Read the story of Abraham and Issac for more information on Jehovah-jireh in Genesis 22 KJV.

Town Hall Meeting

Plan to attend or listen in to our 1st Quarter 2026 “Town Hall Meeting” where we will talk about 2025 performance and 2026 expectations on Monday, March 30th at 5:30 p.m. Let’s all work together to continue to be more competitive and to be the contractor of choice for our clients

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ESOP

On January 1, 2006, our ESOP (Employee Stock Ownership Plan) was established. The plan was set up as a pre-funded ESOP, which meant each year we would place a portion of the profits into a Trust set up to fund future stock purchases from the original ownership. The investments are held by the Trust for your benefit.

Your accounts under the Plan will be increased by your share of the Company's Contributions (money or shares) and your share of Forfeitures from the accounts of Employees who leave before they are fully vested.

Contributions to the Plan are tax-deductible by the Company. You pay no tax on any amounts allocated to your Accounts until they are distributed to you. This tax treatment enables the ESOP to combine the Company's interest with yours by allowing the Company to finance its growth while building your beneficial ownership.

The Plan provides you with an opportunity to influence growth by working efficiently and effectively to help increase the value of the Company Plan's accounts.

Bob Lyons and Reggy Saxon, two of the

original owners, have retired and their shares have been purchased for the ESOP. Currently we are a 67% Employee-Owned Company.

We are working to get the information on our 2024 evaluation and hope to have the certificates in a few weeks. We are working toward expediting the closing of our books for 2025 and hope to have the information to you in August, 2026.

Blueprints of Faith

Please go to our website www.recon-group.com and click on News and then Blueprints of Faith Podcast. Episode 11 features our new Chaplain Josh Eubanks who has a lot to say about our ReCon Ministry.

Episode 12 features Kirt Boudreau Principal Chair (Acadiana, SWLA, CENLA) for C12 Business Forums. C12 serves 4,800 members across five continents. Through CEO and Key Players Forums, C12 integrates work, life, and leadership transformation, equipping leaders to steward a Business as a Ministry (BaaM) vision and build great businesses for a greater purpose.

Great messages from both men in how God has used them in life and business.

Episode 13 will be uploaded soon and features a visit with Ronnie Dunn. Ronnie is a retiree from CITGO and has fought some major health issues. He discusses how his relationship with God moved him through these difficult times.

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.

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 people's complaints and leading 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 Canaan. This Quarter we will look at some of the key conquests that were made to claim the Promised Land. So, let's see how Joshua was used by God and how he led during these 30 years.

(Joshua 2:1-24) – In chapter two we see that Joshua sent two spies secretly to scout the land especially Jericho. We know that they went to Rahab an innkeeper and prostitute who lived next to the wall of the city. She hid the spies from the Kings' men and told them they had already left. Later that evening she let them down the wall by a rope from a window from her house. Rahab and the men made a pact that they would not destroy her and her family and would rescue them. The sign was to hang a scarlet cord from the window of her house.

(Joshua 3:7-17) – In verse seven God spoke to Joshua and gave him directions and stated he would begin to exalt Joshua in front of the children of Israel. Also, through the remaining chapter three we see that Joshua told them that God would go before them and fight the battle for them to take the land of the Canaanites, Hittites, Hivites, Perizzites, Girgashites, Amorites, and Jebusites.

Then the Priest carrying the ark stepped into the waters of the Jordan as directed and the waters divided for them to cross over into the Promised Land.

(Joshua 5: 10 – 15) - We see after crossing the Jordan they camped at Gilgal on the plains of Jericho.

They celebrated the "Passover" together and then the day after, they ate from the produce of the land and the manna ceased.

When Joshua was near Jericho, he saw a man standing in front of him with a drawn sword who told him to remove his sandals because he was standing on holy ground. We know that this event was God's way of encouraging Joshua for the upcoming battles.

(Joshua 6:1-27) – Chapter six explains the conquest of Jericho. I believe everyone knows the story of Jericho. In verse one, we see that the city is well fortified by a high wall surrounding the city that protected the city from invaders.

The Lord told Joshua that he would defeat the city and instructed the fighting men of Israel to march around the city for six days. Also, the ark and trumpets were to be carried by the priests behind the fighting men with the people following the priests. The priests were to blow the horns, but the people were told to remain silent.

On the seventh day they started at dawn and repeated the process seven times around the city.

The people were told to shout after they finished the seventh round. What happened? The walls came tumbling down!!! The Israelites defeated Jericho.

Why the seventh day? The seventh day was the number of perfection, and it signaled the conclusion of The Feast of Unleavened Bread.

We see in verses 17 – 19 God gave them instructions that only Rahab and her family were to be saved and that nothing was to be taken except the gold, silver, bronze, and iron were to be dedicated to the Lord's treasury.

Next Quarter we will continue our discussion on Joshua, so read Joshua chapters 7 through 16.

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





Employee of the Quarter

What is it?

The Employee Owner of the Quarter Award recognizes outstanding partners who go above and beyond to make ReCon even better. Whether you've found a way to save money, improved efficiency, helped land a new client, or are simply an all-around ESOP Champion. We want to celebrate your impact!

Who can be nominated?

That's the best part. Anyone! You can nominate yourself or a fellow partner who's making a difference.

We're looking for teammates who:

- Bring innovative ideas to the table
- Build new connections and client relationships
- Help save costs or increase profitability
- Promote teamwork and ESOP pride

How do I nominate?

It's quick and easy! Just scan the QR code or visit the nomination form link here [NOMINATE EMPLOYEE OWNER OF THE QUARTER.](#)

Don't wait! Nominations are due by the last week of each quarter.



You are 100% vested!

Congratulations to these employees for being 100% vested in ESOP

- | | |
|-------------------|--------------------|
| • Jay Landry | • Justin Kingsley |
| • Dillon Breaux | • Bobby Sims |
| • Raymond Johnson | • Allison Gil |
| • Daelynn Arnold | • Arthur Babineaux |
| • Brooke Brister | • Jeff Greer |
| • Ryan Taylor | • Ray Hill |

ReCon Idea Pipeline

The ReCon Idea Pipeline continues to be a powerful tool for employee-driven innovation.

This quarter, we've seen a surge of thoughtful suggestions aimed at improving operations, enhancing our culture, and expanding our business.

We are actively seeking new and innovative ways to grow our business lines and strengthen client relationships.

You've been heard and your input is being reviewed by the Senior Management team. We hope to have feedback to our employees soon.

Have a suggestion? Don't wait! Submit it today through the ReCon Idea Pipeline. Your voice matters, and your ideas can drive real change.

Some suggestions that have been implemented from the RIP so far include:

- Gym membership discount for partners
- Creation of ReCon HR Consulting Services
- ReCon merchandise store
- ReCon capabilities meeting for all partners

Current ESOP Advisory Board Members

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

Past Members:

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

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

SAFETY TALK

MONTHLY SAFETY TOPICS

JANUARY

Refocus
Starting Fresh

FEBRUARY

Incident Review
and Safety
Statistics

MARCH

Respiratory
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	115,675.72	653
February	111,633.75	678
March		
April		
May		
June		
July		
August		
September		
October		
November		
December		
Yearly Total	227,309.47	
Hrs Since Last Recordable	13,457,166.02	
Hrs Since Last Lost Time	14,944,010.92	

RECRUITING EVENTS

During Q1, our recruiting team attended four career fairs at Louisiana Tech University, Lamar University, McNeese State University, and SOWELA Technical Community College, connecting with more than 130 students to discuss career opportunities.

The team also participated in McNeese Engineering Week, where they spoke with aspiring high school students and conducted mock interviews with four McNeese students to help them gain valuable interview experience and prepare for their future careers.



Accounting Corner

401(k) Transition Update (OneAmerica to Voya)

Earlier this year, we shared that OneAmerica was acquired by Voya and that ReCon's 401(k) plan would be transitioning from OneAmerica to Voya as part of that change.

Some partners have already received email communications regarding this transition. Please note that emails from Voya related to the 401(k) migration are legitimate.

To support awareness and understanding, we are sharing a general timeline and additional information regarding the transition. While some steps have already occurred, this information is being provided for reference.

If you have any questions, please contact HR directly.



Human Resources Corner

2025 Highlights

We want to take a moment to reflect on 2025 and share a few highlights from across the organization. The past year brought both opportunities and challenges across our industry, and throughout those changes, the dedication and professionalism of our employees remained constant.

Across our offices, project sites, and client locations, employees continued to represent the organization with professionalism, safety, and integrity. Throughout the year, teams across the organization supported clients across multiple locations while maintaining a strong focus on safety, service quality, and operational excellence.

The Human Resources team remains committed to supporting employees through clear communication, strong processes, and the tools needed to succeed in your roles as we move into another year of continued progress and collaboration.

HR BY THE NUMBERS – 2025

2,600+
APPLICATIONS REVIEWED

550+
PHONE INTERVIEWS CONDUCTED

279
EMPLOYEES HIRED

27
EMPLOYEE REFERRALS

100+
ADDITIONAL SAFETY MEETINGS
SUPPORTED

Culture & Leadership Development

- SWOT analysis conducted to help guide future planning
- Town Hall meetings introduced to strengthen communication across the organization
- Updated performance review process with employee training

- Supervisor handbook and policy training provided to managers
- Development of the Leadership Pipeline program to support future leaders

Company Events

- Family Day and Call to Prayer
- Thanksgiving and Christmas celebrations
- Santa at ReCon and the Reindeer Games
- Participation in the Ethel Precht Cancer Walk

Talent Acquisition & Workforce Support

- Expanded participation in career fairs, networking events, and university outreach
- Increased recruiting engagement and outreach activity

What Employees Can Expect in 2026

Systems & Resources

- Improvements to the Paylocity employee portal.
- Medicare education sessions for employees approaching eligibility.

Communication & Feedback

- Employee surveys at 30 and 90 days
- Continued Town Hall meetings

Training & Development

- Departmental onboarding checklist for new employees
- Leadership Pipeline development
- Expanded supervisor and employee training

Thank You

Thank you to every employee for the work you do each day to support our clients and represent the organization. Your commitment to safety, professionalism, and teamwork continues to make a difference across every division.

As an employee-owned company, the contributions of every partner help strengthen the long-term success of the organization. We look forward to another year of continued progress and collaboration.

EMPLOYEE OF THE MONTH

JANUARY



**GARRETT
GRIGSBY**

FEBRUARY



**BRENNAN
DEARIEN**

MARCH



**TODD
LUCAS**

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 ACCEPTING NOMINATIONS FOR THE EMPLOYEE OF THE MONTH!

CONTACT HR IF YOU WOULD LIKE TO RECOMMEND SOMEONE!



HAPPENINGS AT RECON



The Mechanical Design team working through a model review with the new Virtual Reality Goggles.



Our first annual IncrediBall Tournament was a huge success! We had five teams compete and welcomed around 70 people in total, including both players and spectators. It was a great day filled with fellowship, laughter, and friendly competition. We're so grateful for everyone who came out and made it such a memorable event and we're already looking forward to the next one!

Our Winners! The Blue Bruisers took home 1st.



HAPPY ANNIVERSARY

ONE
year

Ian Edwards
Andy Saltzman
Kennedy Underwood
Shannon Bellow
Bert Feuerbach
Skye Baugh
Stratton Doyle
Elijah Charles
Caleb Decoteau
Gennah Simon
Adam Downing
Chris Oehler
Jaime Rodriguez
Candice Staggs
Halle Midkiff
Clay McBride
Jorge Pena
Sharon Conner
Bridget Harper
Keith Faul
Alexis Beridon
Luke Pennock
Mike Colvin
Patrick Barney
Steve Wright
Chadd Case
Jacob McMillian
Jennifer Watts
Brooklyn Stine
Omar Garza
Joseph Ward
Mark Jones
Andrew Beavers

FIVE
year

Richard Hillman
Jammie Benoit
Mike Nelson

TEN
year

Tom Bradley

FIFTEEN
year

Larry Owens
Charles Lowery
Andreea Boti

TWENTY
year

Kelly Gaspard
Michael Pacheco
Stephen Hughes

JOB OPPORTUNITIES

**ReCon is always looking for qualified
individuals to join our team!**

**[CLICK HERE TO
VIEW OUR CAREERS PAGE](#)**