July 2026 VOLUME 16 – ISSUE 2

RECONNECTION

RECON Management • Engineering Inspection

EMPLOYEE-OWNED MAJORITY EO



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FROM THE PRESIDENT'S CORNER
by Roger Boyette

Quarter 2, 2026

Welcome to our 2nd Quarter newsletter. I am very confident and excited about the future of our company.

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

God knew that this was going to happen. There are no surpises to God.

As He has carried us through these 31 years, He will continue to do so if we are faithful and obedient to Him.

The good news is that our investment into our business development team has paid off with the addition of many new clients and contracts.



FROM THE PRESIDENT'S CORNER by Roger Boyette

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.

We had a technical problem with the first take of our Episode 13, so we are in the process of rescheduling.

Ronnie Dunn 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.

We will notify you as soon as it is completed and uploaded.



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.

Joshua led through another 30 years fighting the battles to take over the promise land. Joshua chapters 7 through 16 cover the transition of Israel from military conquest to the formal distribution of the Promised Land.

This section of the Old Testament shifts from the initial central military campaigns in Canaan to the containment of local resistance and the initial allotment of territories to the twelve tribes.

The narrative can be divided into two main movements: the completion of the military conquest (Chapters 7-12) and the dividing of the land inheritance (Chapters 13-16).

Part 1: The Military Campaigns

Chapter 7 (The Defeat at Ai & Achan's Sin): Following the victory at Jericho, Israel suffured a shocking military defeat at the small city of Ai. God reveals that Achan broke the covenant by stealing forbidden plunder. He confessed to burying gold, silver, and a robe beneath his tent. Achan and his family were executed to purge the sin from Israel.

Chapter 8 (The victory at Ai & Covenant Renewal): With the sin removed, God provides a military strategy using an ambush to successfully destroy Ai. Afterward, Joshua builds an altar on Mount Ebal and read the entire Law of Moses to the people, renewing their covenant with God.

Chapter 9 (The Gibeonite Deception): Terrified of Israel, the inhabitants of Gibeon dressed in ragged clothes and carried moldy bread to trick Joshua into believing they were from a distant land. Joshua fails to consult God and signs a peace treaty with them. Upon discovering the lie, Israel honors the oath but forces them to become perpetual woodcutters and water carriers.

Chapter 10 (The Southern Campaign): Five Amorite kings form an alliance to attack Gibeon for defecting to Israel. Joshua launches a surprise night attack to defend Gibeon. During this battle, God casts down giant hailstones and Joshua prays for the sun to stand still in the sky to extend the daylight. The 5 kings are captured and executed, and the southern region is conquered.

Chapter 11 (The Northern Campaign): King Jabin of Hazor rallies a massive northern coalition of kings with horses and chariots. Joshua attacks them swiftly by the Waters of Merom, routing the armies and burning Hazor. This marks the end of the major, unified Canaanite military resistance.

Chapter 12 (The Roster of Defeated Kings): This chapter serves as a historical ledger. It summarizes Israel's military achievements by listing the 2 kings defeated east of the Jordan under Moses, and the 31 kings defeated west of the Jordan under Joshua's command.

Part 2: Dividing the Promised Land

Chapter 13 (Unconquered Land & Eastern Tribes): Joshua is now old, and though major resistance is broke, large pockets of land remain unconquered. God commands Joshua to begin allotting the land anyway. The chapter outlines the borders for the two-and-a-half tribes (Reuben, Gad, and half of Manasseh) who chose to settle east of the Jordan River under Moses.



Chapter 14 (The Distribution Begins & Caleb's Faith): The formal distribution of the western territory begins at Gilgal by casting lots. Caleb, now 85 years old, requests the rugged hill country of Hebron - an area still occupied by giants. Because of his lifelong faithfulness, Joshua grants him the territory.

Chapter 15 (The Allotment for Judah): The detailed geographical boundaries and specific cities belonging to the powerful tribe of Judah are drawn. It highlights Caleb successfully driving out the giants from his assigned territory, but notes that Judah is unable to drive out the Jebusites living in Jerusalem.

Chapter 16 (The Allotment for Ephraim): The land is allocated to the descendants of Joseph, starting with the tribe of Ephraim. Like Judah, Ephraim fails to fully drive out the native Canaanites from the city of Gezer, choosing instead to subject them to forced labor.

Next quarter we will complete our study of Joshua. We will explore how the remaining tribes received their land in chapters 17 through 24.

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 Owner 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 differecne.

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 below

NOMINATE EMPLOYEE OWNER OF THE QUARTER.

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



You are 100% vested!

Marcus McBride	Josh Buford
Mike Morein	Alicia Dennis
Laura Stutes	Shane Davis

Be an Ambassador for ReCon!

Follow ReCon on LinkedIn and Facebook and help us grow our reach! Every time you like, comment on, or share our posts, you help increase awareness of our company, strengthen our brand, support business development efforts, and attract great talent.

As an ESOP company, our success belongs to all of us. Growing our business helps create opportunities for our employee owners and strengthens the future of ReCon.

Follow us today:

- LinkedIn
- Facebook

Current ESOP Advisory Board Members

Officers	Employee
Advisory Board Chair	Nathan Anderson Projects Director
Advisory Board Vice-Chair	Nic Sheppard Manager HR
Secretary	Kelly Gaspard HRIS Supervisor
Treasurer	Kristy Cogbill Accounting Tech
Member	Phillip Bellard Inspector
Member	Brad Scoggins Inspector
Member	Garland Gothreaux Project Manager

Officers	Employee
Member	Ben Williams Sr Controls Systems
Member	Bruce Laborde Project Manager
Member	Todd Guillory Designer
Member	Steven DeHart RT Manager
Member	Marla Blanchette Accounting Tech.
Member	Rayann Benoit Engineer
Member	Sean Newell Project Manager

Past Members:

Shalane Mead, Kourtney Hoffpauir, Tassie Corbett, Gaylin Habetz, Jace Bolton, Troy Nix, Jessica Olsen, Thomas Lowe, Christina Girard and Jason Swartz

ReCon Idea Pipeline

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

RECON IDEA PIPELINE

SAFETY TALK

MONTHLY SAFETY TOPICS

APRIL
Line of Fire

MAY
Emergency Preparedness

JUNE
Heat Stress

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	**131,646.33**	**675**
April	**123,067.16**	**653**
May	**117,676.93**	**660**
June	**117,968.56**	**640**
July		
August		
September		
October		
November		
December		
Yearly Total	**717,668.45**	
Hrs Since Last Recordable	**14,072,523.57**	
Hrs Since Last Lost Time	**15,559,368.47**	

EMPLOYEE OF THE MONTH

APRIL



CHIS FOLEY

MAY



JEFF CHERP

JUNE



MASON YOUNG

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!

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

HAPPENINGS AT RECON







ReCon Attends Profit and Loss SWLA National Day of Prayer Luncheon

Several members of the ReCon team had the opportunity to attend the Southwest Louisiana National Day of Prayer Luncheon, hosted by the Profit & Loss Association of Southwest Louisiana, on Thursday, May 7, 2026, at the Lake Charles Event Center.

The annual luncheon brings together business leaders, community members, and organizations from across the region to reflect on the importance of faith, service, leadership, and community. This year's keynote speaker was Damon West, nationally recognized author, motivational speaker, and former college quarterback, who shared his powerful personal testimony of overcoming addiction, incarceration, and adversity to rebuild his life.

Drawing from his experiences and the principles featured in his books, Damon spoke about the power of hope, personal responsibility, resilience, gratitude, and the importance of making positive choices. His story served as a reminder that even the most difficult circumstances can become opportunities for growth, redemption, and purpose.

The luncheon also provided an opportunity for our employees to connect with business and community leaders from across Southwest Louisiana while representing ReCon.

In addition to the inspiring keynote address, ReCon's own Roger Boyette was honored with the Daphne Legacy Award. Presented by the Profit and Loss Business Organization, the award recognizes business leaders who demonstrate Christ-centered leadership, uncompromising integrity, ethical excellence, mentorship, and a lasting positive impact on the marketplace and the community. Mr. Boyette was recognized for exemplifying these qualities through his faithful leadership and service, continuing the legacy of Daphne Berken. Congratulations to Mr. Boyette on this well-deserved recognition.

HAPPENINGS AT RECON

Sowela RTC 508 Lab Skid Upgrade

ReCon was approached by Sowela Technical Community College in the Fall of 2024 about designing an upgraded Instrument Technician training skid for their Regional Training Center (RTC) lab. With assistance from Donald Moseley a proposal was submitted for ReCon to manage an Engineering, Procurement, and Construction (EPC) type project scope. Work began in the spring of 2025.

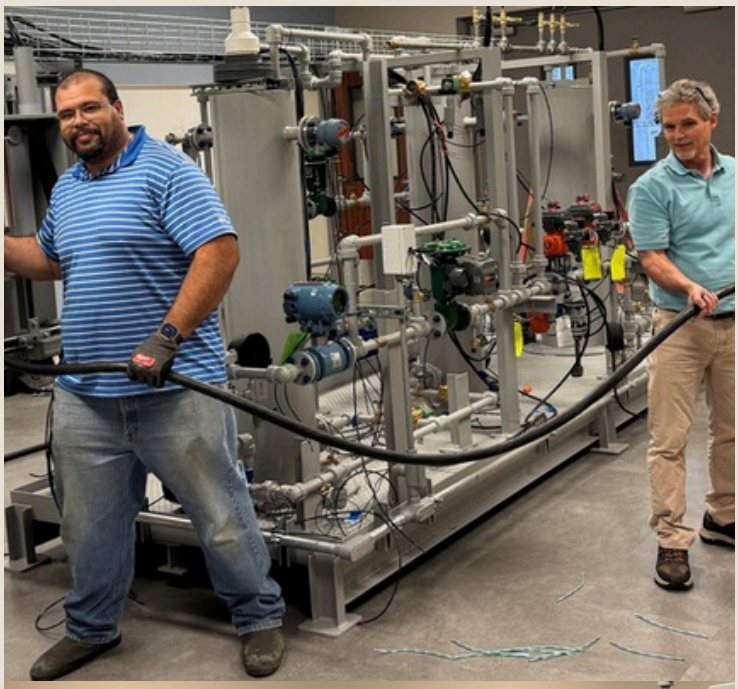


OLD TRAINING LAB SKID

The project was primarily spearheaded by Jeff Cherp and other Instrument Engineering department personnel with some assistance from I/E Project Manager Casey Vidrine who specified the DeltaV Distributed Control System equipment supplied by John H. Carter Company.

The P&ID for the previous 20-year old training skid was enhanced with a diverse assortment of modern instrumentation typically worked on by industrial facility technicians. Once the P&ID was approved by Sowela the Unanet-driven purchase of various equipment (instrumentation, pumps, variable speed drives, DCS, cable, furniture, etc.) was initiated and managed by Daniela Solano. Shortly thereafter a preliminary 3D model was developed by Daniel Compala (Piping Design department). The 3D model was then reviewed with Sowela and, following approval, R&R Construction was engaged to build the skid.

The skid was delivered to the Sowela RTC lab August 13, 2025 but required a great deal of wiring as well as connection to the lab's instrument air system to be operational. Over a 2-week span many ReCon instrument engineers donated time and personal tools during evenings and weekends to accomplish the required wiring and instrument air work. The new skid was functional and used for instruction (but not quite complete) early in the Fall 2025 semester.





Sowela had requested some "Phase 2" work on equipment just outside the lab involving installation of new pumps, painting of handrails and some new DeltaV DCS equipment. They also discovered some deficiencies with the lab's instrument air system causing "wet air" which is harmful to instrumentation. Two scope change adders were submitted and approved for the additional work.

HAPPENINGS AT RECON

ReCon Instrument Engineering personnel purchased equipment and subcontracted R&R for mechanical construction and painting activities. All the Phase 2 work and instrument air improvements were completed by March 2026. A training session was held with all Sowela instrument lab instructors and the fully functional new system was officially turned over to Sowela on March 13, 2026!

The work could not have been accomplished without the diligent leadership of Jeff Cherp and the volunteer efforts (and/or tools) of many others including the following:

- Gus Gutierrez
- Tim Hamilton
- Carson Emily
- Gustavo Escamilla
- Casey Vidrine
- Chris Gonzalez
- Alan Dickerson
- Ian Edwards
- Daniela Solano
- Jason Googe
- Sarah Grant
- Luke Granata

The new training lab skid was featured in a May 2026 story by KPLC. Select the link to view.

SOWELA opens upgraded petrochemical lab to prepare students for industry careers

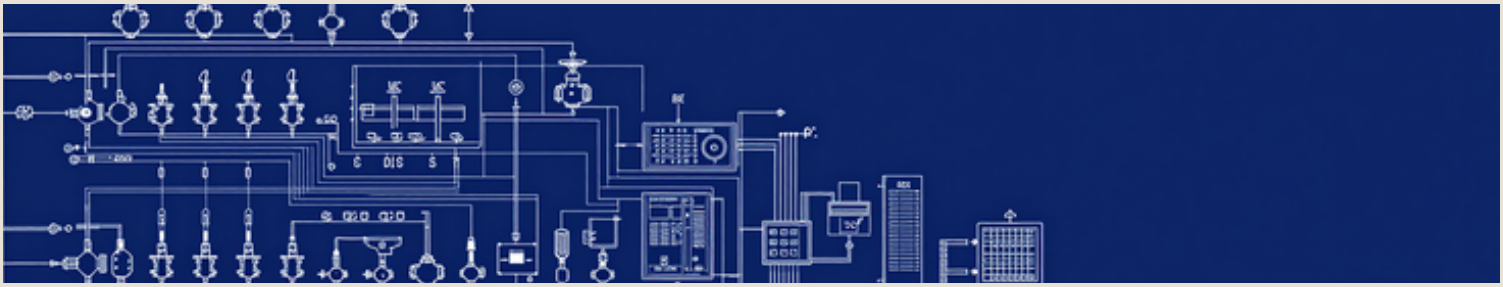








NEW TRAINING LAB SKID



HAPPENINGS AT RECON





The Grand Opening of the LNG Center of Excellence at McNeese State University which will also house ReCon's newest office.

ReCon President/CEO Roger Boyette was honored to speak and share his appreciation for the partnership and excitement for the future.



Proud to support the SWLA Veterans Association and support such a meaningful cause.



HAPPENINGS AT RECON

We were honored to be recognized by CITGO at the Lake Charles Manufacturing Complex for achieving an incredible milestone of 31 years OSHA incident-free (1995-2026).



We attended Grace Davison's Safety Day where we had the opportunity to connect with attendees, talk safety, and share giveaways.



At LyondellBasell Global Safety Day, and got to stand alongside industry partners and reaffirm our dedication to GoalZERO.



HAPPY ANNIVERSARY

ONE year

Joe Ward
Terry Gray
Alan Burge
Rayann Benoit
Amanda Patrick
Victoria Henson
Jaime Olivo
Tayton Hanks
Jeff Free
William Cunningham
Josh Savoie
Kenzie Mosley
Kelsey Kennedy
Taylor Butler
Jacob Lalanne
Bobby Robertson
Mike Laird
Jessie Moore
Raymond Menard
Mason LeFrance
Dylan Whiddon
Robert Doty
Wendy Faulk
Travis Teets
Matthew Moyle
Victor Marines
Andrew Guillory
Ken Hart
Ryan Ross

FIVE year

Sonny Nixon
Clint Nash
Kourtney Hoffpauir
Daniel Day
Allen Vaillancourt
Andrew Self
Ron Gilbert
Todd Burrell
Timothy Clement
Trent Boudreaux
Nicole Watkins
Dirk Harrelson
Devon LeBrun
Mikel West

TEN year

Stephanie Perkins
Michael Vincent
Andy Bryant

FIFTEEN year

Roger Ply
Daniel DeVore

TWENTY year

Derrell Dykes
Timothy Templet
Ronald Ritter

THIRTY year

Alex Boti

CONGRATULATIONS TO ALL OF THESE EMPLOYEES