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RECONNECTION

RECON Management • Engineering Inspection

EMPLOYEE-OWNED MAJORITY EO



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FROM THE PRESIDENT'S CORNER
by Roger Boyette

Quarter 3, 2026

Welcome to our 3rd Quarter 2026 newsletter.

God continues to move through our company providing for our needs.

We just need to trust, be obedient, and faithful with praise in our heart.

I am happy to announce that we have received approximately $1,000,000 dollars in an expansion project with one of our local clients.

As well we have signed a letter of intent for a $66 million EPC project, and we are expecting the purchase order very shortly.

Please be in prayer for our ongoing projects and our new projects that God has blessed us with. He is Jehovah Jireh our provider.



FROM THE PRESIDENT'S CORNER by Roger Boyette

I believe everyone is aware that Tami Tolbert has retired. I want to give a personal thanks to Tami for the excellent way she represented God and ReCon. She was faithful and was always ready to take time out of her busy schedule to help anyone that may be struggling with a work issue or personal issue.

She has been and will continue to be a key part of our ReCon family. Tami was very important to the growth of our company. She built strong relationships with our clients and our employees. She met every issue head on with integrity and wisdom.

We are excited for Tami and wish her the best in her retirement. We know she is spending precious time with her children and grands as well.

Let's Study the Bible Together

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

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 by his experience in leading wars and would hold the people accountable instead of being a peacemaker, he was a warrior. *Continued on page 3*

Blueprints of Faith

Please go to our website www.recon-group.com and click on Communication and then Blueprints of Faith.



We had a technical problem with the first take of our Episode 13, but Episode 13 was rescheduled and is now live. Go check it out!

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.

He led them through another 30 years fighting the battles to take over the promise land. Joshua chapters 17 through 24 conclude the book by detailing the final land allocations, the establishment of safety measures, and Joshua's final farewell to Israel. This final section transitions the nation from a wandering nomadic group into a settled, self-governing tribes rooted in the Promised Land.

The narrative shifts from geographic borders to spiritual accountability, emphasizing the choice Israel must make to remain faithful to God.

Part 1: The Final Land Distributions

Chapter 17 (The Allotment for West Manasseh): The remaining half-tribe of Manasseh receives its land west of the Jordan River. Notably, the daughters of Zelophehad successfully claim their inheritance, matching a law Moses established. The Joseph tribes (Ephraim and Manasseh) complain that their territory is too small and forested, but Joshua challenges them to clear the woods and drive out the Canaanites themselves.

Chapter 18 (The Tabernacle at Shiloh & Surveying the Land): The entire congregation assembles at Shiloh to set up the Tabernacle, which becomes Israel's central place of worship. Because seven tribes still lack an inheritance, Joshua sends a team of 21 men to survey the remaining land and divide it into seven parts. They return, and Joshua casts lots at Shiloh to award Benjamin their territory.

Chapter 19 (The Remaining Allotments & Joshua's Inheritance): The final six tribes receive their borders by lot: Simeon (whose land sits inside Judah), Zebulun, Issachar, Asher, Naphtali, and Dan. Once the national distribution is complete, the people give Joshua a personal inheritance—the city of Timnath-serah in Ephraim—honoring his leadership.

Part 2: Cities of Safety and Ministry

Chapter 20 (The Cities of Refuge): God commands Joshua to designate six "Cities of Refuge" (three on each side of the Jordan). These cities provide safe asylum for anyone who accidentally kills someone. The individual can flee there to escape vengeful relatives and await a fair trial before the community.

Chapter 21 (The Allotment for the Levites): The tribe of Levi does not receive a massive block of territorial land because their inheritance is ministry to God. Instead, they are given 48 specific cities with pasturelands scattered evenly throughout the territories of all twelve tribes. The chapter concludes by declaring that God fulfilled every single promise made to Israel.

Part 3: Final Charges and Joshua's Death

Chapter 22 (Eastern Tribes Return & An Altar of Witness): The tribes of Reuben, Gad, and half-manasseh finish helping conquer the west and travel back to their homes east of the Jordan. On the way, they build a massive altar. The western tribes assume it is a sign of rebellion and prepare for war. However, the eastern tribes explain it is not for sacrifices, but a monument ("Witness") to prove they are still part of Israel. Peace is restored.

Chapter 23 (Joshua's Farewell to the Leaders): Many years pass, and an aging Joshua calls a meeting with Israel's leaders. He reminds them that God fought for them. He warns them fiercely against compromising with the remaining Canaanites, intermarrying with them, or worshiping their gods, stating that disobedience will lead to destruction.

Chapter 24 (Covenant Renewal and Death): Joshua gathers all the tribes at Shechem for a national assembly. He reviews Israel's history from Abraham to the present, challenging the people to "choose this day whom you will serve." The people vow to serve God. Joshua records the covenant, sets up a large witness stone, and dies at the age of 110. The book closes with the burial of Joseph's bones (brought from Egypt) and the death of Eleazar the priest.

Joshua was a great leader, different from Moses but he was faithful to the end. We see in Joshua 24:15 – "But if serving the Lord seems undesirable to you, then choose for yourselves this day whom you will serve, whether the gods of your ancestors served beyond the Euphrates, or the gods of the Amorites, in whose land you are living but as for me and my household, we will serve the Lord."

Serving God is a deliberate, daily choice, not a passive habit. Just as Joshua boldly declared this commitment, we too must decide who truly has our loyalty.

In a world full of competing influences, examine your heart and intentionally choose Go in your thoughts, actions, and decision whether in how you treat others, handle challenges, or prioritize your time, rejecting anything that rivals Him and living with a clear unwavering resolve.

"As for me, I will serve the Lord." Will you? Thank you for hanging in there and next quarter I will surprise you because I don't even know what God wants me to say. So please pray with me to help me discern how to continue.

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!

Shana Saunders

Greg Whelan

Rick Worsham

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

JULY
Chronic Unease

AUGUST
Fleet Policy and Driving Safety

SEPTEMBER
Hearing Conservation

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	**118,010.83**	**645**
August	**113,265.06**	**636**
September		
October		
November		
December		
Yearly Total	**948,944.34**	
Hrs Since Last Recordable	**14,303799.46**	
Hrs Since Last Lost Time	**15,790,644.36**	

EMPLOYEE OF THE MONTH

JULY



SARAH GRANT

AUGUST



TYLER JOHNSON

SEPTEMBER



ANGELLE BOURGEOIS

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**

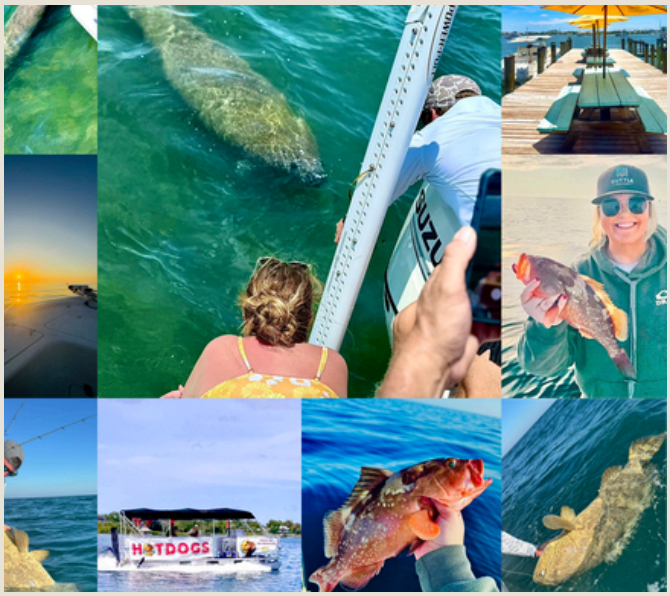
BRAGGING RIGHTS

Employee Spotlight: Shelby Suttle - Florida Family Vacation 2026

This year's vacation to Florida to spend some much-needed time with my brother, who has made the Sunshine State his home away from home.

We caught grouper, spotted the hotdog boat in its natural habitat, enjoyed some beautiful days offshore, and even had a manatee swim right up to the boat to say hello!

I'm always grateful for time spent with family and feel incredibly blessed to be able to make memories like these together. A trip I'll always remember!







Our family is extremely proud of Braelyn Mykel Jordan, our 2026 graduate of McNeese University.

She earned a Bachelor of Science with a major in Radiologic Sciences. And received a Professional Certification with the American Registry of Radiology. R.T. (ARRT)

She maintained a 3.2 GPA while completing hands-on clinical rotations at local hospitals.

All of her incredible achievements while welcoming a little miracle; a baby boy, Ridge Michael Lester.



Congratulations to Kirstin Hine married July 1st in Public Landing, Maryland to Chandler Hine

HAPPENINGS AT RECON



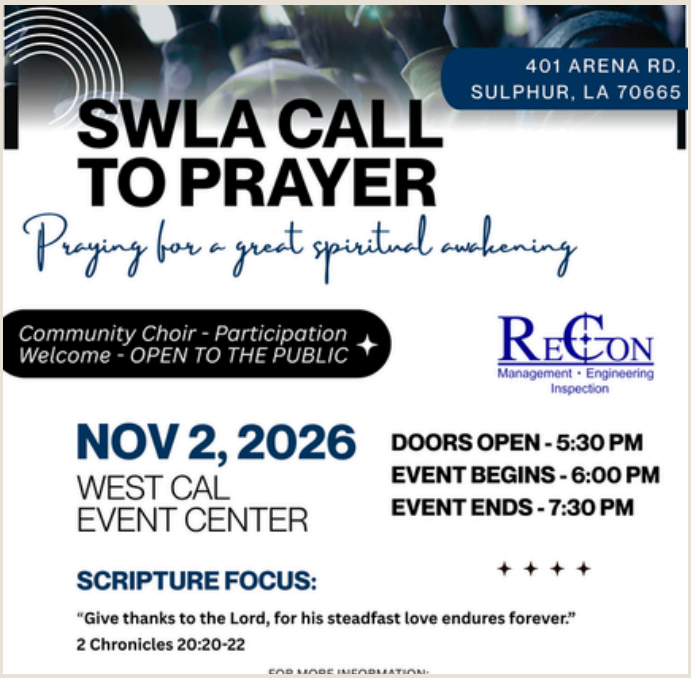
At this years' Contractor Safety Awards hosted by the GTBR (Golden Triangle Business Roundtable and ISTC (Industrial Safety Training Council) of Southeast Texas, ReCon received a Safety Legacy Award in recognition of achieving 13+ million man-hours without an OSHA-Recordable case.

We also received an Owner Tribute Award from Arlanxeo Performance Elastomers in recognition of our site safety performance. Lastly, our team was presented a Safety Achievement Award in recognition of our 3 year safety milestone of OSHA-Recordable free operations since our deployment to the worksite.



This summer, we had the pleasure of welcoming two talented engineering interns Caleb Fontenot and Jackson Bruney, from McNeese State University to our Mechanical Engineering Group.

Throughout their internship, they gained hands-on experience, worked alongside our engineering team, and contributed to projects that support our clients and our company. Their willingness to learn, strong work ethic, and positive attitudes made them valuable members of the team.



SWLA Call to Prayer — ReCon is proud to support the SWLA Call to Prayer on November 2 at the West Cal Event Center, bringing the community together for an evening of prayer and spiritual renewal.

HAPPENINGS AT RECON



ReCon was recognized for outstanding safety performance in the Technical Contractor category having 500 employees or more, at this year's contractor safety awards hosted by The Health and Safety Council (HASC) Louisiana.



Our team had the opportunity to attend the Fellowship of Christian Athletes (FCA) Banquet. We're grateful to support an organization that encourages athletes and coaches to grow in faith, character, and leadership.



WE ARE EXCITED TO ANNOUNCE THE LAUNCH OF OUR NEW COMPANY WEBSITE IN PARTNERSHIP WITH BIC ALLIANCE!

THE UPDATED SITE FEATURES A REFRESHED LOOK AND IMPROVED LAYOUT TO BETTER SHOWCASE OUR SERVICES, EXPERTISE, AND TEAM. WE'RE THANKFUL TO BIC ALLIANCE FOR HELPING BRING THIS PROJECT TO LIFE.

CHECK IT OUT AND SEE WHAT'S NEW!

HAPPY ANNIVERSARY

ONE year

Leo Sanchez
Leslie Simon
Gabby Manuel
Austin Moreno
Bobby Miller
Ryan Kegley
James Clark
Brennan Dearien
Sergio Villa
Kirvenia Rogers
Taylor Billie
Madilyn Calvert
Pamela Jackson
Lee Nguyen
Shelby Suttle
John Cannatella
Chris Foley
Eric Medders
Alex Michinel Rondon
Chuck Mullins

FIVE year

Bruce Laborde
Josie Garcia Santiago
Marla Blanchette
Dani Solano Mendoza
Hollie Russell
Jenny Savoie
Nic Sheppard
Tommy Perkins
Donald Flores
Allen Bernard
Ethan Taylor
Ami Pettifield

TEN year

Philip Reed
John Leibee
Gary Simon
Gracie Eisen

FIFTEEN year

Jeffery Steen
Adam Walters
Tara Durant
Jamie Pharis
Joshua Trevino

TWENTY year

Shawn Fleniken
Cindy Wilson
Dominique Sandifer

THIRTY year

Becky Jacobson

CONGRATULATIONS TO ALL OF THESE EMPLOYEES