



TEPCON INSIDER - WINTER 2026

As we close out 2025 and look ahead to the new year, we're taking a moment to reflect on what made this year remarkable. Nearly 600 projects completed, meaningful employee achievements to celebrate, and continued growth with both new and long-standing clients made this a year to remember. Through it all, our team stayed true to our core values, proving once again that how we work matters just as much as what we build.

Looking toward 2026, we're excited about what's ahead. With a more targeted approach to potential clients and projects, we're positioning ourselves for smart, sustainable growth. We'll continue investing in our people, our partnerships, and the expansion of our community outreach non-profit, TEPCON Cares as we build not just projects, but lasting impact.



Let's Celebrate you.

Birthdays (Jan- June)

January

Richard Martinez
Manny Dormane

February

Dick Webby
Andy Romero

March

Tiffany Pennington
Audon Lopez
Phil Sloan
Scott Shero

April

Candace Koppel
Dianna Reyes
Rolando Rodriguez

May

Bethany Eldredge

June

Lana Pshegodska

Anniversaries (July-Dec.)

January

Michael Baker - 9 yrs
Kenny Nichols - 8 yrs
Lana Pshegodska - 3 yrs
Jonathan Harris - 3 yrs
Dianna Reyes - 2 yrs

February

Pam Mollsen - 9 yrs
Brian Lewis - 2yrs
Ray Chaparro - 1 yr
Manny Dormane - 1 yr

March

Zach Walker - 7 yrs
Cayden Martin - 1 yr

April

Carlos Gastelum - 9 yrs

May

Dane Backus - 4 yrs
Rolando Rodriguez - 1 yr

June

Dick Webby - 12 yrs
Miguel Guerra - 1yr



Hoffman - Hayden Ferry Lakeside II

Located in the heart of downtown Tempe, this full office remodel for Cousins Properties at Hayden Ferry Lakeside, Suite 1150 transformed the space into a modern, visually striking workplace. The tenant improvement featured bold graphical wallpaper throughout, sweeping views of Tempe Town Lake from fully finished offices and conference rooms, and a renovated kitchen and dining area. The beautiful end result reflects the hard work of our subcontractors and technicians, along with the leadership of Superintendent Antonio DaSilva, Project Manager Dick Webby, and Project Coordinator Taylor Baker.

Desert Financial Credit Union - Verrado Branch

Continuing our long-standing partnership with Desert Financial Credit Union, TEPCON recently completed the Verrado Branch Tenant Improvement in Goodyear. Led by Superintendent Jon Harris, Project Manager Brian Donovan, and Project Coordinator Taylor Baker, this project involved a full interior and exterior renovation of a stand-alone branch.



The scope was comprehensive; from demolition, framing, and drywall to detailed finish work throughout the branch. The result is a fully revitalized branch that supports Desert Financial's commitment to serving its members in a functional, welcoming environment.



Regus Tenant Improvement

TEPCON completed a large second-floor tenant improvement project in Sun City, transforming an expansive office suite into a functional, modern workspace.

The project featured long corridors connecting multiple private offices and conference rooms, along with a refreshed lobby, remodeled kitchen, upgraded restrooms, and a reconfigured printing area, each designed to support flexibility and daily efficiency for tenants.

Despite schedule challenges caused by supplier delays (because construction never doesn't have curveballs), the project finished strong thanks to the outstanding on-site leadership of Superintendent Kenny Nichols, in office coordination of Taylor Baker and the steady guidance of Project Manager Dick Webby. The client was overjoyed with the final result, highlighting the team's ability to adapt, problem-solve, and deliver quality even when conditions aren't ideal.

FUN LOVING



SAFETY

PPE On,
let's get it done safely!

0 recordable safety incidences for
2025

Safety doesn't happen by
accident.

RESPECT

"I just wanted to let you know what a great job Kenny's doing over at CUW. We just did the punch walk for Pioneer Title and it was hard to find things to put on a list - and not just because the lights weren't installed, lol.

He really did an excellent job and both the tenant and landlord love him! Just thought I'd let you know."

-Lori Lemanski
Pinnacle Design



In reference to the Cerris Phoenix office Tenant Improvement

".....TEPCON Construction, Inc. has been an outstanding partner through the build and we are appreciative of their support and expedited schedule."

-Jack Duren
Cerris Systems



"I am writing to extend my sincere appreciation and gratitude for Thomas Sobiech, who recently served as the Manager for the year-long retrofit of Chewy PHX2/5. The success of this project is due in no small part to his outstanding leadership, expertise, and dedication."

-Michael Paragrabs
Executive Manager for Chewy



PURPOSE DRIVEN

JOE PRITSCHER

CHIEF ADMINISTRATIVE OFFICER

Congratulations to Joe Pritscher for his promotion to Chief Administrative Officer. After years of dedication to TEPCON, Joe's impact is felt by just about everyone. Chances are, you were hired by him and greeted with a friendly "good morning" not long after. Joe's consistency, attention to detail, and genuine care for our people and our company make him incredibly deserving of this advancement. His vested desire to see TEPCON succeed, paired with his steady leadership and reliability, continues to strengthen the foundation that supports our entire team.



Thanksgiving \$100 Impact Challenge

TEPCON employees were challenged with the task of finding a person or situation they can make a direct impact on by donating the \$100 generously given to them by Tom and later share their experience at our holiday party. Here is a small sampling of the stories and experiences shared.



We're excited to share that Taylor Baker has officially graduated from the Small Giants Academy for Construction Excellence—a major milestone in her continued professional growth.

Launched to meet the construction industry's growing need for intentional leadership development, the Academy brings together emerging leaders for peer-to-peer learning, topic-driven discussions, and guided readings—all centered around personal growth, accountability, and purpose-driven leadership. Throughout the program, participants build meaningful connections with fellow industry professionals while sharpening the skills needed to lead with clarity and confidence.

Taylor's dedication to completing this program speaks volumes about her commitment to growth, leadership, and excellence. We're proud of the time, effort, and intention she continues to invest in herself and in TEPCON.

Congratulations, Taylor! We can't wait to see how you continue to put this experience into action.

Additionally through Small Giants, Zach Walker and Andy Romero are enrolled in the Blueprint Reading Series, a six-month training program built to sharpen the next generation of builders. Now two months in, they've already dove deep into the fundamentals of reading and interpreting construction drawings, gaining both the technical framework and the "hands-on" experience needed to confidently navigate design documents.

This course gives participants a working understanding of construction blueprints, specifications, and how these documents come together to drive real-world building decisions. Zach and Andy have been putting in the work, expanding their skill sets, and strengthening the bench for our entire team. We're excited to see how they continue to grow and bring this added expertise to our projects.

"The Blueprint Reading Course through Small Giants has been highly insightful. The instructors bring a tremendous depth of knowledge, particularly in plan reading and practical field applications. The skills and understanding gained through this course will be invaluable to my career advancement and will support my continued growth as a construction professional."

-Zach Walker



Our 2025 Caught In The Act Award Winner!

We're excited to announce Bethany Eldredge as this year's Caught In The Act award winner, and honestly, it couldn't be more deserved.

Bethany is the definition of what this award represents. Her dedication, warmth, and true team-player attitude show up every day, and she consistently goes above and beyond the scope of her role to support her teammates and the company as a whole. She doesn't just do her job well—she makes the people around her better while doing it.

As if the bragging rights weren't enough, Tom raised the bar this year. Bethany will enjoy a 4 day, 3-night stay at a Hilton Venetian, her choice.

Congratulations, Bethany! Thank you for living out our values and setting the standard for what it means to be "caught in the act."

Previous Awardsees
2024 Kenny Nichols
2023 Dane Backus
2022 Chris Bejune
2021 Zach Walker

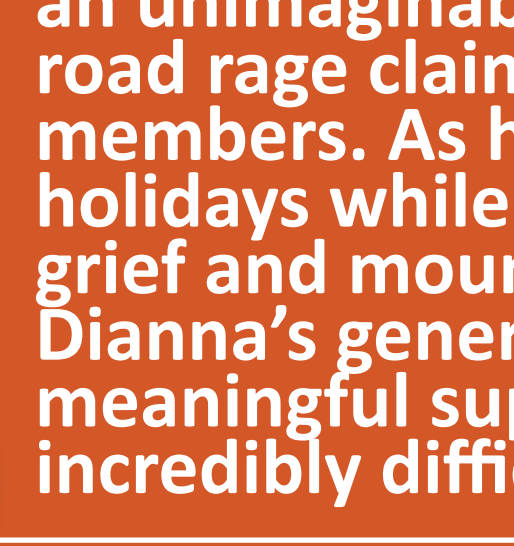


Bethany worried she might not find the right opportunity to help before the deadline. Then, on an ordinary morning, she noticed a woman walking to work and felt compelled to stop.

Bethany explained TEPCON's donation program and offered the woman \$100. The gesture was met with deep gratitude, as the woman shared she was struggling to make ends meet. What started as a moment of uncertainty became a meaningful reminder that a small act of kindness can make a big difference.



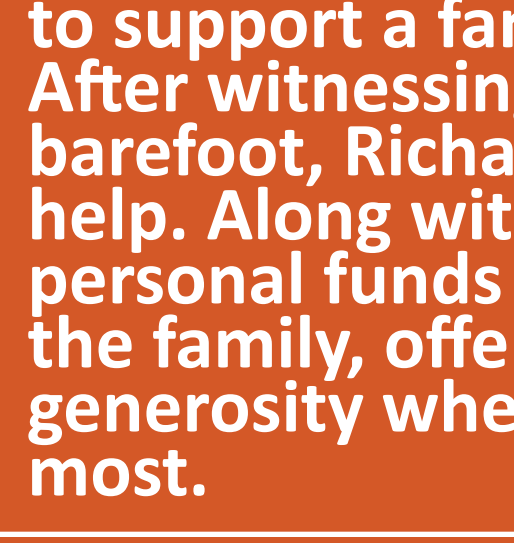
Dianna Reyes stepped in to support a close friend and fellow mother who experienced an unimaginable loss after a tragic case of road rage claimed the lives of her family members. As her friend faced the holidays while navigating profound grief and mounting medical bills, Dianna's generosity offered meaningful support during an incredibly difficult time.



Jon Harris helped support his next-door neighbor and his children following the devastating loss of their wife and mother. As the family navigated grief and financial strain, having moved in with a family member to help manage expenses—Jon stepped in with kindness and generosity, offering support during an incredibly difficult time.



Richard Martinez made a direct donation to support a family of seven in Mexico. After witnessing the children running barefoot, Richard was deeply moved to help. Along with his wife, he contributed personal funds to help support the family, offering care and generosity where it was needed most.



Ray Chaparro combined his passion for soccer with his commitment to giving back by supporting youth in his community. A dedicated youth soccer coach, Ray donated funds to CCV STARS for underprivileged kids, ensuring more young athletes have the opportunity to play, grow, and be part of a team.

