



It's shaping up to be a super busy fall! The 3rd quarter looks to be one of our busiest quarters on record. This is exciting from a growth standpoint, but it also highlights our awesome customers' trust in us. We have grown the amount of work for most of our customers and for many, we've become one of their prime contractors. The congrats for this growth goes to our amazing people who continuously execute their jobs safely, with passion, and with attention to quality. This is who we are at Lanracorp...constantly pushing to be the best at what we do, be better tomorrow than we were today, and to never settle.

Looking back at this year so far, I can say it is hands down the wettest spring I can remember. You can imagine the headaches this causes from a scheduling standpoint. Our ROW Clearing crew were somewhat affected, but the majority of the headache was on the vegetation spraying crews. For

these crews, there were weeks that they weren't able to work at all. This year, due to weather, we were not able to even start spraying until almost the date we finished in years past. It was WET! To our spray customers, thank you for your patience. Our ROW Clearing customers, it didn't affect you as much, and these crews are still on schedule for the year, but still thank you for letting these guys work as much as they could!

We are looking forward to an incredibly busy rest of 2019, and 2020 is shaping up to be busy as well! We'll be updating some equipment again this year and into 2020 as we seek to not only provide you with the best people in the business, but also the best and most advanced equipment. In my eyes, Great People + New, Advanced Equipment + A Great Safety Culture = A contractor that is hard to replace because they provide

true value. I know with our vendors I don't typically go with the cheapest option, as it hasn't normally worked out well. I go

**“We are starting to book into 2020, so if you have projects that need to be completed in 2020, let us know now and we'll get you pricing!”**

with someone who I trust, someone who delivers every time, and someone who provides an A+ service or product.

To my customers, thank you for your business this year; it has been amazing.

To my employees, thank you for being the best in the business and always bringing your “A” game!

Sincerely,

Brent Oberlink, President

## NEW BEGINNINGS

Lanracorp would like to congratulate three of our employees on the birth of their healthy babies. On April 25th, JD Gelsing became a parent to a healthy baby girl, Josey Dawn (left). Dalton Buff and his wife Jolene welcomed their second baby into the world, Lexi Page (center), on April 29th of this year. One of our team leads, Jeremy Kramer, became a first-time father to a son, Eli Curtis Cullen (right), on May 31st. Lanracorp wishes God's blessings to these families as they grow.



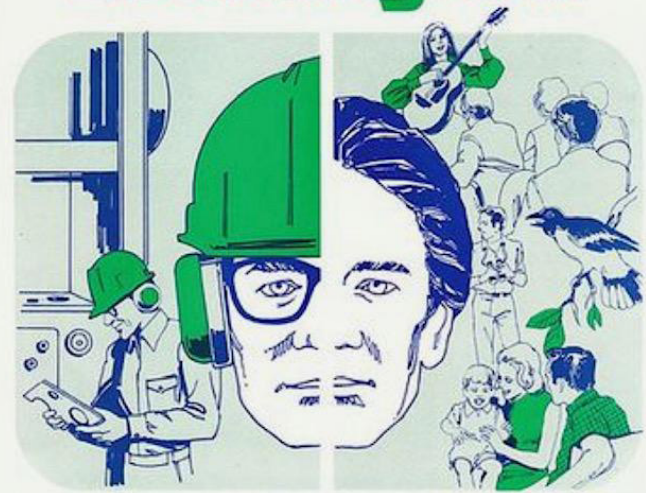
## GOING ABOVE & BEYOND

Lanracorp is always especially proud of the employees who go above and beyond the usual work expectations. The following employee has been awarded for his excellent work and goal achievements:

**Devin McDowell** joined our team this year. He came on board with his Class A CDL and also ready to learn the ROW clearing work. He has received a number of great reports from his foremen describing him as "a hard worker with a great attitude and disposition who doesn't complain, is safe and uses problem-solving skills." Glad to have you on the Lanracorp team, Devin!



## Life Is Worth Listening To...



Earlier this year, I enjoyed getting up before daylight and heading out to the woods. It was turkey season and I had the pleasure of taking and teaching my nephew that spring morning. We had not been settled in long before my young friend said he heard a gobble. Again, he heard a distant gobble that I did not. I questioned whether he knew what he was hearing. It soon became apparent that he was correct. The tom turkey flew down toward us and then when it gobbled, I could hear it too. It turns out my nephew taught me that I can't hear like I once could. I was the turkey that did not protect my hearing over the years like I should have. Which makes me wonder...what else have I been missing?

ALWAYS WEAR HEARING PROTECTION!



# OUR OUTSTANDING SPRAY TEAM

No doubt, this year has been challenging for our work, especially with our spray team. But our guys have been able to keep working to the best of their abilities and have really impressed our clients.



Kerry Henson was recently praised for being an outstanding spray tech, let alone being our Spray Team Supervisor. To quote: "I didn't have to ask for things to be done, he just did them on his own, and when I did ask, 'you bet' was always the answer and then he would follow through." Great work, Kerry. Way to go on leaving them with a satisfied impression of Lanracorp!



Cody and Dylan Brooks also completed a project with a very satisfied impression. They have been such good workers on a project, the AO has requested they stay with his project through completion. Great work, Brooks brothers!



David Reed recently received high praise from another project. To quote the AO: "I just wanted to let you know, the past few years I have worked with David, he has done an outstanding job! David is always professional, on time, does great work, and takes pride in what he does. You are very lucky to have an employee like David working for and representing your company. I look forward to working with him in the future!" Thank you for all your hard work, David. We are proud of our 5-year expert employee!

# WE LOVE TRAINING

For employees, the word "training" usually receives sighs, moans and groans. But to our customers, it is music to their ears! They love to know we are training our staff because this means there is less chance of a safety incident and that it translates to a superior end result.

Lanracorp has a dedicated team that does nothing but ensure training is kept up-to-date. Of course, there are all of the Customer Specific Trainings that have to be kept up-to-date, as well as the OSHA requirements and all OQ trainings required for various jobs. In addition, though, there are a myriad of topics that are covered each year. Just since January of this year, we have held training sessions on topics such as:

- Ammonia, Benzene & Nitrogen Awareness
- Aerial Lift Operations
- Bloodborne Pathogens
- Bucket Truck Operations
- Behavior-Based Safety Training
- Chainsaw Chain Sharpening
- Chipper Usage & Safety
- CPR/First Aid
- Driver Safety
- Emergency Action Plan
- Equipment Pre-Use Inspection Training
- Fall Protection
- Fatigue Management
- Fire Prevention & Extinguishers
- Hazard Communication
- Heat Illness Prevention
- JSA Training
- Ladder Safety
- Lock Out/Tag Out
- PPE - Proper Usage
- Respiratory Protection Training
- Risk Assessment/Incident Reporting
- Spill Prevention/Chemical Handling
- Truck & Trailer Safety

THIS IS WHAT WE CALL A TRUE COMMITMENT TO SAFETY!



## WHY IS ROW CLEARING SO IMPORTANT?

ROW Clearing is one of many pieces to pipeline maintenance, and it's vital for safety and reliable operation of pipelines. Here are a few key reasons for maintaining a brush/tree-free ROW:

### **AERIAL PATROLS**

Provides a clear line of sight for the pilot to inspect.

### **VISIBILITY**

A brush/tree-free ROW, along with line markers, helps to notify the public of the underground pipeline.

### **CORROSION PROTECTION**

Tree roots cause damage to pipelines, so it's important to keep the ROW brush/tree-free to help prevent the roots from wrapping around the pipeline.

### **EMERGENCY RESPONSE**

A brush/tree-free ROW allows emergency response crews to access the pipeline and perform their digs immediately.

### **EASIER MAINTENANCE ACTIVITIES**

A brush/tree-free ROW allows for maintenance crews to easily access and assess the ROW.

Call us today to schedule your ROW Clearing for 2020. Whether it be a maintenance mow cycle, full clearing or canopy trimming, we are the company to call if you demand safety and quality from your contractor. We book up quickly, so call today to get a quote and be added to the schedule!



## GETTING BUY-IN:

# How to Build, Achieve and Maintain a Culture of Safety

Workplace safety is often talked about, but it's not often acted out. It's easy to simply state that an organization's safety record is untarnished - but is it really? At Lanracorp, we take safety seriously - it isn't just part of our job; it's a priority. This is why we have a safety record of 12 years - zero lost time.

## SO HOW DO YOU MOVE FROM A SAFETY MANUAL TO SAFETY CULTURE?

- Designate team leaders to help coordinate and foster this culture
- Be aware while also teaching what to be aware of
- Pay close attention and practice safety measures every day
- The training can never, ever stop
- Promote evaluations of every task, no matter how small
- Regularly communicate the importance of safety
- Invest in your staff by promoting learning and training

At Lanracorp, we believe the companies with the best safety cultures are the ones that communicate it on a daily basis. This is what makes us stand out; this is Lanracorp.

**12**  **YEARS**  
**ZERO LOST TIME INJURIES**





# TEAM MEMBER ANNIVERSARIES

Lanracorp would like to recognize our recent employee anniversaries. We appreciate all that you have contributed to our company and look forward to many more years having you on the Lanracorp team!



Jake Robertson: 1 year



Corey Schaal: 1 year



Dalton Godbersen: 2 years



Randy Strong: 2 years



Josh Struble: 2 years



Keith Taylor: 2 years



JD Gelsing: 3 years



Reno Keith: 3 years



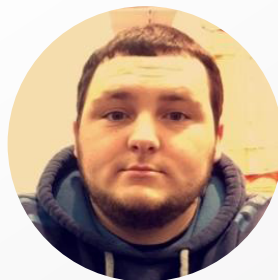
Jeremy Kramer: 3 years



Brian Lovett: 3 years



Lisa Sigrist: 3 years



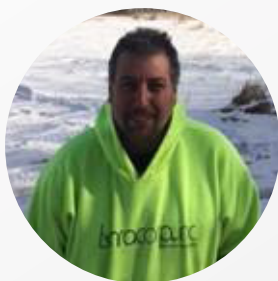
Lukas Townsend: 3 years



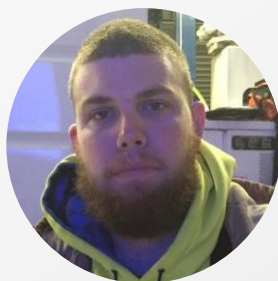
Darrin Wright: 3 years



Aaron Durbin: 4 years



Benji Gass: 4 years



Drew Spencer: 8 years



Andrew Kistler: 10 years

# 10 WAYS TO 'DO GOOD'

At Lanracorp, we strive to always “do good.” When we say that, we aren’t just referring to doing a good job (although that is definitely a part of it). We want everyone to excel in all areas of life - Family, Faith, Fitness, Work, Helping/Leading Others.

Doing good is simple, it just requires your conscious action to pick whether to view the situation in a positive or negative light, and whether you will choose to do what is right.

## Ask yourself these questions:

1. Did you make a positive impact on those you interacted with today? Or did you exhibit negative behaviors that did not promote others to do good?
2. Did you beat the status quo in your fitness journey? Did you do the work?
3. If you are religious, did you live that way all week, or just while at church?
4. Were you present with your wife/husband and kids?

## Go Above and Beyond.

### Do the Work.

### Be Present in Each Situation.

**Be Engaged, Genuine, and Real with others. Help them to do good and push them to excellence.**

### Push for Continuous Improvement.

**Whatever you do, do it right and do it better than anyone else.**

Be an example in life for others coming behind us. Be a leader at work and at home to push others towards excellence and push towards doing whatever it is you do... to do it right.

## WORDS FROM THE PROJECT SUPERINTENDENT

Well, the year is flying by again as usual. The hot days of summer are here, and our crews are out in full force taking care of business. Water breaks to cool off required!

We have a full schedule for the rest of 2019 and see winter 2020 filling quickly. Summer has been good so far. We have a good mix of projects going on where all equipment is being utilized and several new employees are coming on board. New employees are getting some great experience felling and trimming trees on the ROW as well as mowing, bush hogging, and of course, weed whacking!

Spray crews got a late start with the wet spring this season, but I couldn't be prouder of their commitment to getting customers taken care of as fast as possible. We had a full sprayschedule in 2019 and it's been a challenge getting to everyone in a timely manner, but our guys are dedicated to customer

service and want to get the job done right! Nice job, spray crews! Thank you for your hard work and dedication to the customer.

Also, this summer, we invested in and rolled out a new software app called CrewTracks. CrewTracks allows us to use one app that can collect and house employee time, allocation of time to projects, notes and photos for projects, and many other features our foremen can utilize for a more complete project overview. CrewTracks has allowed us to eliminate 3-4 other processes/apps by combining into one system. We're excited to see CrewTracks advance over the next several months and years to come.

Lanracorp has also moved to using drones this summer for project assessments, quotes, and finished product overviews. This has helped us get a live view of the ROW to really dive into equipment needs and crew

counts to get the job done as efficiently as possible. We're excited to continue utilizing drones and software to better serve our customers.

As for me, Jay Keppler, Project Superintendent as of January, I'm six-plus months into the company and I can say I'm proud to be a part of this team. Our crews work hard, long days out there in the elements to get the job done right for the customer, but more and most importantly, they get the job done safely. Safety meetings are every Monday morning, but safety practices are reviewed and implemented several times a day, not only by our crew foreman, but also by each crew member. Our performance and safety auditor reviews crews on a regular basis to show us where we can continue to improve. Quality & Safety. Always. That's the Lanracorp Way.

This is Jay Keppler, signing off!



FALL 2019  
NEWSLETTER



Lanracorp inc.

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