

Lanracorp inc.

A LETTER FROM THE PRESIDENT

TWO OF THE TRAITS IN MY PERSONALITY THAT ARE THE STRONGEST ARE STRATEGY AND ANALYTICAL THINKING.

As you can probably tell, I love business and entrepreneurship. So I find myself analyzing what makes a certain business more successful than others. While I tend to shy away from generalities - I can tell you that a majority of successful businesses do three things very well:

1. Operates on a Standard and Doesn't Settle
2. Has a Strong Identity and Culture
3. Is Always Seeking to Continuously Improve

At Lanracorp, we always seek to make decisions based on our standards and core values. We don't just talk about safety. We live it out daily, and we make decisions by it. We don't just talk about picking American vendors or vendors that align with our standards - we actually do it. We don't just talk about the quality of work, we make sure it gets done right. And, if it isn't done right we don't hesitate to make it right. Are we perfect? Absolutely not. But do we strive to continuously improve and challenge ourselves in everything we do? Absolutely yes.

Currently, it seems like most people are not exactly happy with how things are going in the world. The question is - what

are we doing about it? We are the ones alive right now to make the changes. We are the ones put here in 2022 to step up. As business owners and writing to people in executive positions, it is our time to be the leaders that people need. We need to be the example. We must step up in our homes and in our leadership positions at work, how we treat others, and our work ethic and show those looking up to us what excellence actually looks like.

A great business example; who you choose to do business with matters and it shows you back up your values/standards. We are very picky about who our vendors are. We seek those out that:

1. Reply to Our Questions/Needs/Etc. with Urgency
2. Are Customer Service Focused
3. USA-Based and the USA-Made
4. Core Values and Standards Align

A pet peeve of mine in the contractor world is the contractors and companies that focus on low bid only, not best overall value. That tells me immediately that they don't practice what they preach, they don't live by the standards they talk about, and there are zero relationships there. What I have learned about those companies is that they struggle with safety, quality, retention, etc., and spend more time and money wondering why their contractors keep failing. However, this is a prime example of not executing on your standard and your word.

I say all of this to make one basic point - strive and live to be excellent in all that you do. Show others what that looks like. Be the leader we need. And do it in all areas of life. The world needs excellence and an example of what that looks like. The change starts in how we conduct ourselves at work, at home, and in our communities. Have a high standard and live by it. I have huge hopes and goals for the future of Lanracorp and of this amazing country. I'm so proud to be an American and to have the freedoms that we have. Together, let's make sure we don't mess it up going forward. Cheers to the last half of 2022!



Brent Oberlink, President



CULTURE IS EVERYTHING FOR A COMPANY - FROM SAFETY BUY-IN TO WHAT EQUIPMENT TO PURCHASE.

Accountability is another key - you can't improve what you don't measure or don't track.

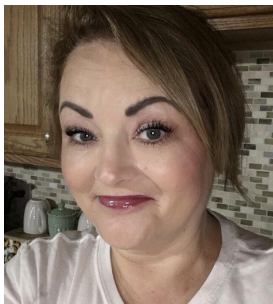
We're coming out of a very busy Spring season and moving into an even busier Summer with our current work schedule and excellent customer base. Many challenges continue to present themselves in this crazy time, but we are willing to accept those challenges and push forward with new processes to continue to get the job done right.

Our focus continues to be on finding new innovative equipment to get the job done safely and keep our employees out of harm's way. We have moved to more attachments for our skid steers that'll allow us to safely cut trees, trim trees, and mow down brush. We have improved our training process for our new hires giving them a more hands on introduction to work and are creating more specialized crews that are specifically trained for the tasks they're executing and equipment they're operating.

We have stepped up our tracking of KPI's for our crews holding them to the Lanracorp Standard and are fully focused on them being safe, productive and efficient in the field. Safety, Quality, Productivity, Customer Satisfaction and Equipment Care are all part of our key performance indicators for each crew in the field. We conduct random audits as well as weekly audits by our Foreman or Supervisors to keep our team on track.

We continue to utilize our Safety & Culture Committees to get feedback and find the motivators and new ways to improve our safety program as well as culture within the company, which is directly fed by our core values. We focus on our team's well being, but also push them to be their best. It's how our President Brent Oberlink has built this company and what will allow for future growth and success.

SUMMER COMPANY ANNIVERSARIES



Lisa Sigrist
Business Admin
6 years



Drew Spencer
Foreman
11 years



Brian Lovett
Mechanic
6 years



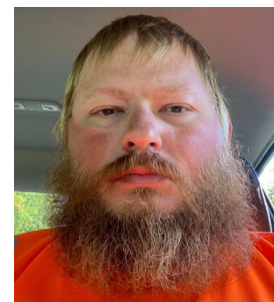
Jeremy Kramer
Operator
6 years



Andrew Kistler
Fleet Manager
13 years



Keith Yates
Project Supervisor
2 years



Scott Finley
Foreman
8 years

ONE YEAR HONORABLE MENTIONS

Dane Farmer - Foreman
Devin McDowell - Foreman
David Detillier - Operator
Jacoby Trotter - Foreman
Dustin Wuehler - Operator
Tony Anderson - Training Foreman

DEMONSTRATING CORE VALUES

Core values represent an organization's paramount priorities, deeply held principles, and fundamental driving forces. Lanracorp is serious about our core values. Our core values are how we live life, at work and at home. Our expectations must exceed those of our customers so we can serve them the Lanracorp way. To be the best, you must expect the best of yourself and your team.

Our core value program has been developed to make sure our employees are recognized by their peers for exhibiting Lanracorp's core values.



THE LANRACORP EMPLOYEES LISTED BELOW ARE THE ONES WHO BEST EXHIBITED OUR CORE VALUES IN 2021 ACCORDING TO THEIR PEERS:

Foreman - John Feltner

- Safety Above All, Pride In Work, Accept Responsibility, Overall Votes/Q1

Foreman - Drew Spencer

- Teamwork, Help Others

Foreman - James Johnson

- Discipline

Operator - Mallory Godwin

- Continuous Improvement, Overall Votes/Q2

Project Supervisor - Keith Yates

- Lead by Example

Safety Manager - Dan Sigrist

- Overall Votes/Q3

Foreman - Dan Hopley

- Overall votes/Q4



WHY YOU SHOULD DO ROUTINE MAINTENANCE MOWING OF YOUR ROW VS. WAITING TO CLEAR LATER.

Every ROW is different, but did you know that it is often more cost-effective in the long run to regularly mow your ROW? Performing regular mowing (every year or other year) is better than skipping several years and, conversely, completing a heavier clearing operation.

WHY IS REGULAR MOWING BETTER AND WHY SHOULD YOU PAY FOR ROW MOWING EVERY YEAR OR TWO?

- Maintenance mowing is quick, whereas subsequent clearing usually takes longer to complete.
- Maintenance mowing usually involves less equipment and less expensive equipment.
- Maintenance mowing is easier on equipment and has fewer surprises during the bid and scope processes.
- Your ROW always has a clear line of sight and should comply with audits.
- Maintenance mowing is typically safer than tree removal.

Although we recommend one over the other, we are here to handle both mowing and clearing for you. However, we are not doing our job if we are not trying to help you be cost-efficient.

Combine the above services with our GIS and ROW Assessments and your program will be top-notch.

Email us at info@lanracorp.com to talk directly with the owner or our general manager on ways we can help you develop a long-term ROW Mowing/Clearing plan that is tailored to your needs and budget.

This is what we do at Lanracorp. Help our customers maintain the best ROWs in the most efficient way possible. A schedule built by our ROW Assessment and GIS will help build a long term program to make sure your ROW is top notch.

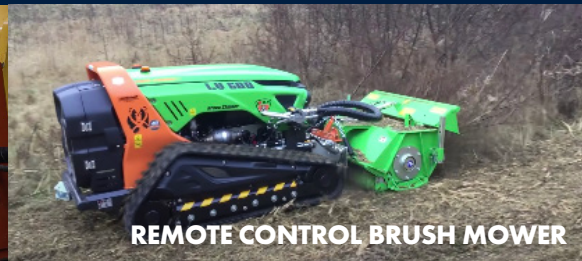
STAYING SAFE WITH INNOVATE4SAFETY



Best practices and the way something has always been done sometimes need to be challenged – **looking for ways to improve the process and make it more efficient and safer.** Safety is not just a part of our job. It's our culture! We combine these innovations with our behavior-based safety, near-miss reporting, incident reporting, preaching and practicing safety to build the best safety culture in the industry. We strive to lead the industry from the front and to be the best. This means we implement innovative ideas, use high-tech equipment and update our procedures so that our work is the safest and best.



FELLER BUNCHER



REMOTE CONTROL BRUSH MOWER



MARSHALL SAW



REMOTE CONTROL JARRAFF

HOW DO WE DO IT?



PROMOTE

We encourage BBS, near misses and incident reporting. We are innovative and forward-thinking. Our safety committee and customers are always informed about and involved in our safety decisions. We take this data then trend it and look at new, innovative equipment that can mitigate the risk we see.



INNOVATE

We are continuously growing and developing our safety methods by introducing remote control equipment, updating procedures to the safest means possible and purchasing new, innovative equipment.



ENHANCE

We use incident reporting data to trend and mitigate hazards and proactively eliminate them. We also incorporate safety and quality audits and score and evaluate every job and crew.



Learn more about how we are staying safe on the job.



LINE OF FIRE - WHAT DOES IT MEAN FOR THE ROW CLEARING INDUSTRY?

Simply put - a situation where if something were to go sideways the employee is likely to receive the immediate direct hit.

At Lanracorp - our Innovate4Safety Program focuses a lot of attention on removing our employees from the direct line of fire. How? We are reworking tasks that were once done by hand and switching to machines with operator or remote control equipment. Often times it's much safer and sometimes more efficient.

Our goal is to change how ROW clearing is performed. We are one of the few contractors pushing hard for this change. How can it be done safer? Does it have to always be chainsaws like most companies use? No, not always. The good news is that there are many new, innovative attachments and tools that can do this from a cab now.

This is the equipment we are investing in.

We are making these big changes.

THE ANTS ARE NOT STRONG CREATURES, YET THEY PREPARE THEIR FOOD IN THE SUMMER

Proverbs 30:25

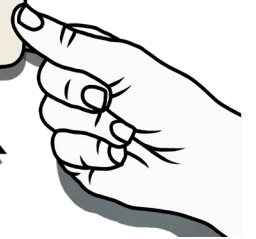
NO ONE expects you to be very happy if droves of ants show up for your picnic under the trees. They have a way of making pests of themselves.

Yet, ants receive favorable mention in the oldest book on earth. "Go to the ant, you lazy one; see its ways and become wise," says the Holy Bible. (Prov. 6:6) Evidently, this means that the lazy person can learn something from the lowly ant. But what?

Can you learn a lesson from observing the ant? Do you work hard and strive to improve your work whether you are being monitored or not? (Proverbs 22:29) You will be rewarded in the long run even if your employer does not take note of it. You can enjoy a clean conscience and personal satisfaction.



COMMUNICATION IS KEY



If You're Busy

Say It

If You're Unsure

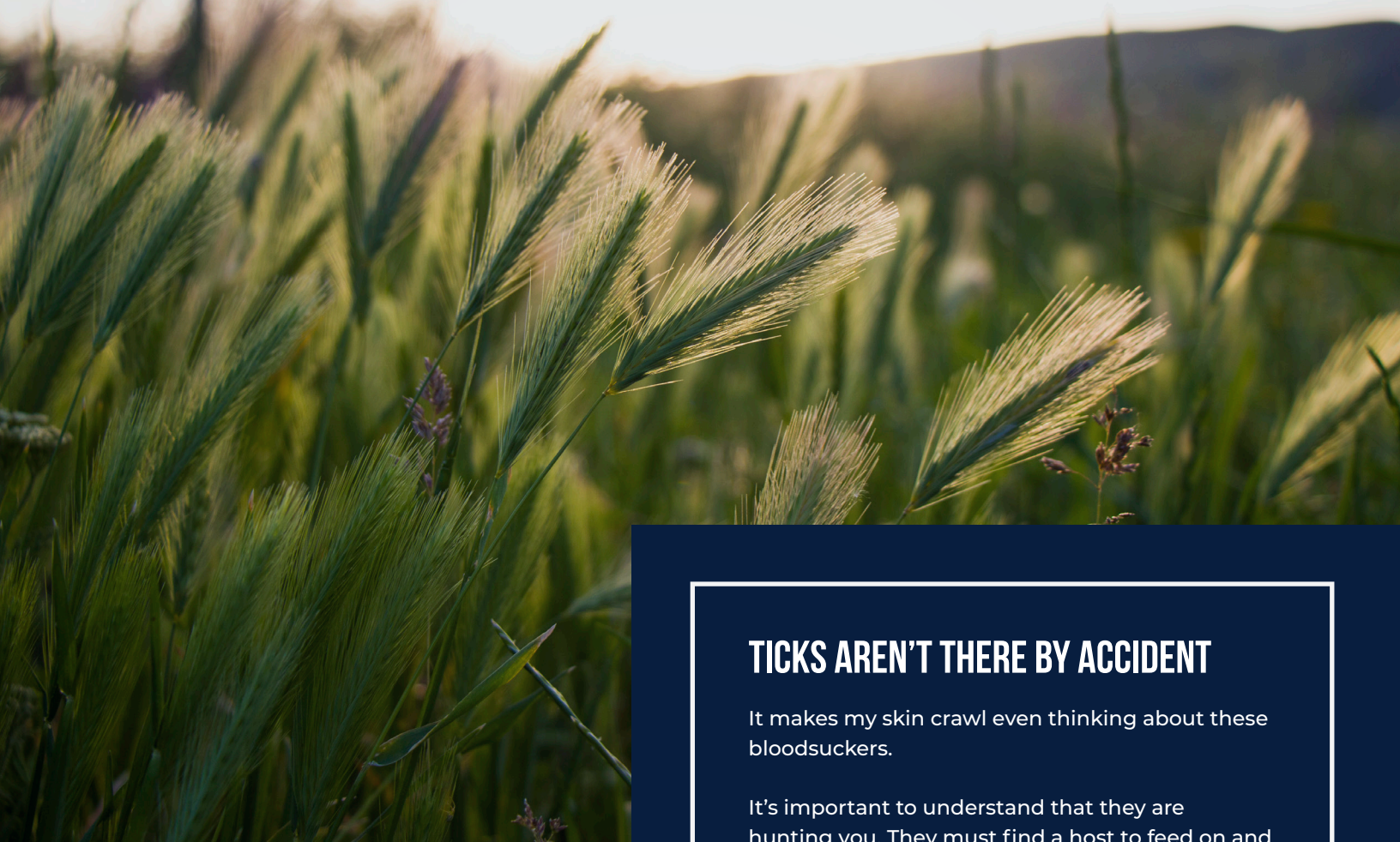
Ask

If You're Running Late

Face It And Let Them Know

If You're Upset

Express It



HOW NATIVE GRASSES HELP THE ENVIRONMENT

Native grasses and wildlife habitats on the ROW make perfect sense - they make good use of the space, it's good for the environment and wildlife, and to be honest, it's a good selling point for you to market to the general public. Sounds like a win win to us.

Native grasses provide exceptional nesting and protective habitat for many species of birds. Environmentally, native grasses score significant points for their benefits to wildlife by serving as habitats and protection for countless insects and small animals. Additionally, flowering natives assist and attract pollinators. We can add bird houses as well!

A well-established plot of native grasses can prevent the growth and encroachment of woody vegetation within right-of-ways.

Ultimately, saving future vegetation maintenance costs. Let Lanracorp prepare and plant native grass on your right-of-way to help the environment and your bottom line.

TICKS AREN'T THERE BY ACCIDENT

It makes my skin crawl even thinking about these bloodsuckers.

It's important to understand that they are hunting you. They must find a host to feed on and will detect where animals or people have been and wait there, ready to grab on. It's said they find their host by detecting breath (Carbon Dioxide) and body odors, or by sensing heat, moisture, and vibrations. So watch out when you return to a location or path that you were at before. Try to stay in the middle of the path to avoid the edges where they will wait to catch a ride on you.

Suggestions:

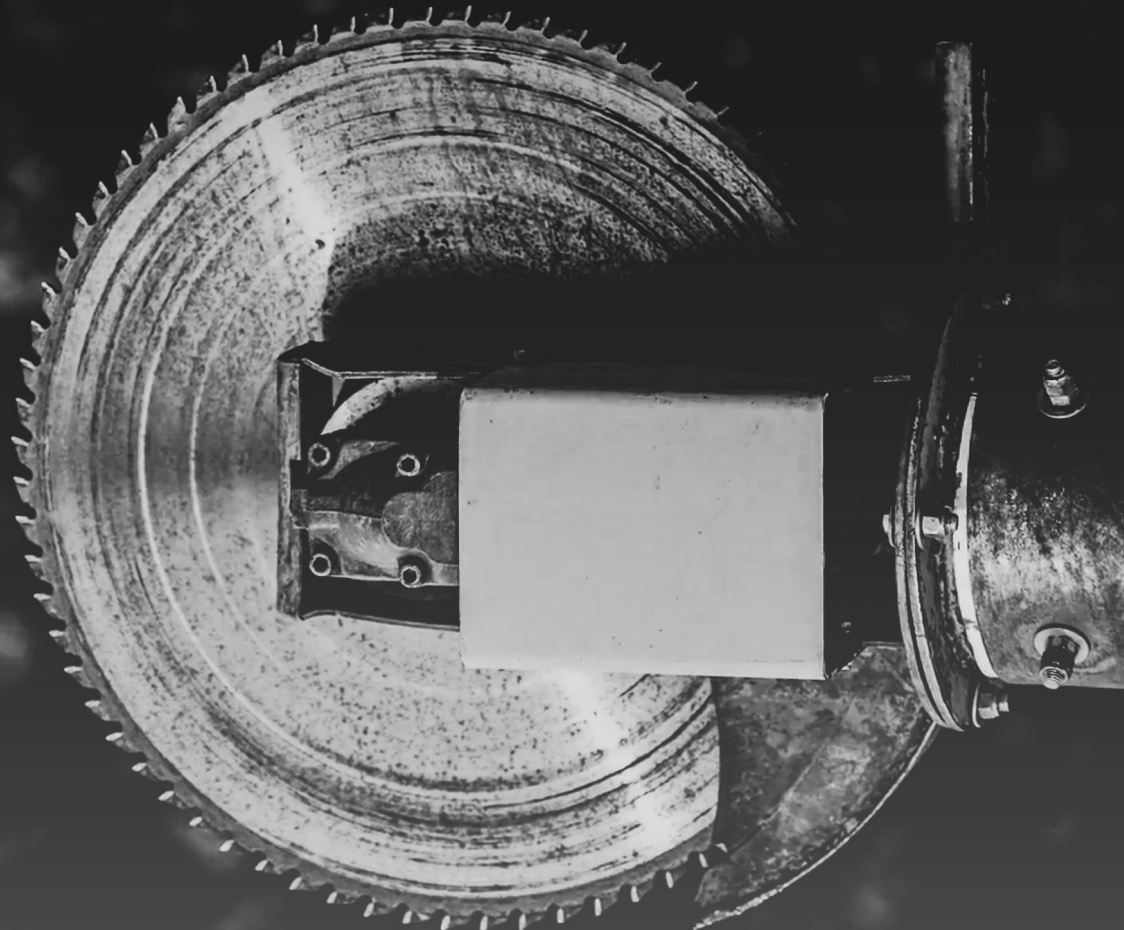
- **Tuck in your clothing so you can notice them as they climb to the top.**
- **Wear light-colored clothing that makes them easier to spot and remove.**
- **Wear treated clothing- use permethrin or deet.**
- **Remove your clothing ASAP and stick them in the dryer.**
- **Do a thorough tick check including areas where clothing is restricted.**

They may get on us, but get them back off as soon as possible!

Lanracorp, inc.

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SUMMER 2022 NEWSLETTER



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NEWSLETTER