

This year's recurring theme with work is "weather." This winter it was snow, and this spring and summer it has been rain. Some of the areas that we work in have had up to 16 inches above average rainfall so far this year! Even though we have had to battle with the weather all year, almost all of our work is ahead of schedule and we are making great progress. This year's spray season has been successful with minimal resprays.

This year we have implemented many changes within the company to continue to be a leader in the industry. We still have Zero Recordable Incidents this year with an increased work force and work load, something we are very proud of and continue to strive for. Internally we have implemented additional safety audits, BBS forms, and safety trainings to continually improve our safety. We have also implemented an in field and office efficiency audit, as well as multiple productivity trackers to continually improve on our efficiencies to give our customers the best experience possible. We have set very high goals for 2014 within Lanracorp and we are making changes to continually improve and get better everyday.

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A common question that I have heard almost my entire life as an objection to living the life of faith is "How can a good God let so many bad things happen in this world? Why is there so much suffering if there is this all-powerful God who could just remove the problems with a snap of a finger?" The problem of pain and suffering in the world has always been a stumbling block for many people who are exploring faith. They often see the bad things that happen in this world as proof against the claims of an all-loving, benevolent God.

I'm not going to lie; this objection has many valid points. I am not going to pretend that I have all the answers to an incredibly delicate and complicated issue. This idea hits home because all of our lives have been touched by tragedy. All of our families have experienced loss and heartache. Why doesn't God just "remove the problem" and take away the source of all these issues?

At the heart of all pain, suffering, and misery is sin. The introduction of sin and rebellion against God is the source of all the chaos and suffering and disorder in our world. The apostle Paul, an early follower of Jesus and one of the greatest church-planters to ever live, wrote this to a group of Christians who lived in Rome - "Just as sin entered the world through one man, and death through sin, and in this way death came to all people, because all sinned..." (Romans 5:12). According to Paul, death and suffering are so rampant in the world because all have sinned.

Now, this presents a problem for our initial question. If we really wanted God to just wipe out all the sources of injustice and suffering and misery (I've thought this many times), guess what? That would mean he would have to remove YOU! Every human who has ever lived has sinned (Romans 3:23), and there is suffering and death and chaos in the world because of all of us. If God were to "snap his fingers" and remove all the sources of pain and suffering and sin, that means he'd have to wipe out every human on earth. Do we still want that?

Consider this: maybe God allows pain and suffering in the world to continue for reasons we don't always understand. Maybe he allows it to continue because he wants to give the source of it (us!) just a little more time to turn away from our sin. Maybe God has already showed the world what he thinks of sin and suffering and pain and hardship. By sending his son, Jesus Christ, to the cross to bear the weight of the sin of the world, God showed everyone that HE would take care of the problem of sin and suffering himself (John 3:16), rather than making us pay for it ourselves.

As it turns out, God is so broken-hearted by suffering and sin and death himself, that he literally DIED on a cross to put a stop to it for ALL of us. I don't know about you, but that sounds like a pretty loving God to me...

Lanracorp inc

Quarterly Newsletter
Third Quarter



Letter from the President

Spring is a very hectic time of the year at Lanracorp. All of our ROW crews are in full swing and we add our weed spraying and foliar spraying crews to the mix. While this time is busy and at times a little stressful, it's also my favorite time of year. I enjoy the busyness of the spring, to see the large amount of miles and work safely completed, and the before/after pictures that our crew foreman send to me. It's the feeling of beautifying the ROW one mile at a time. I see some excellent before and after pictures!

As with most springs, this one presented it's own unique challenges. The average precipitation was higher than average across most of our work area. This presented rain delays on both our ROW clearing crews and weed spraying crews. However, even with these delays our ROW clearing crews are right on schedule for mid-year. Our weed spraying crews experienced about a 2-3 week delay from our original estimated completion date. Between the rain delays and a very cold start to our spring, it was pushed back. Our crews have completed several checks on our herbicide effectiveness so far and most sites have been found to be clean (less than 10% weed pressure). So this is excellent news given the spring and the rainfall. We changed our herbicide mixture this spring and it appears to be paying off. We also applied a new grass herbicide this year at select sites in order to compare it's effectiveness, so far it's been great. You will see this new herbicide in our mix for 2015.

This spring we added tree shears to more of our ROW clearing crews in our attempt to eliminate as much hand-work as possible as this is where most of our "line of fire" risk is presented. In addition, our crews are situated with a foliar mix or stump mix so as to reduce the amount of hand-work in the future as the trees will be less likely to grow back. These are just a few of the ways we are looking to make our work environment as safe as possible.

Noted in our newsletter earlier this year, Brent Hoerig has been working to increase our efficiencies through productivity audits, site visits, and through the use of trackers. I'm glad to report their great strides have been made, while this is an area where we are always looking to improve. I must say that we have made continual improvement in this area. With crews all over the US, this tracking of information is critical to our management staff to ensure that we are giving our customers most efficient service while still keeping a focus on safety. As a result of these efforts, I estimate that our crews are at least 15% more productive compared to one year ago. This is based on time spent on site versus travel, miles cleared for the hours worked, and miles cleared per dollar invoiced.

As always, safety is priority #1 at Lanracorp. We aim for all employees to go home in the same condition they showed up for work that day. The first 6 months of 2014 have resulted in zero injuries to Lanracorp employees and we attribute this to our dedication to an interactive safety culture, increased safety audits, and an environment where safety can be discussed openly with all and which is encouraged.

I am proud of our crews for their commitment to safety and our crews dedicated hard work to see that we remain on schedule for the year. This commitment to quality and safety is greatly appreciated.

Sincerely,

Brent Oberlink, President

EMPLOYEES OF THE QUARTER



Ryan Zesing

The "Amazing Zesing" has been with Lanracorp, Inc for four years. He has an outstanding work ethic, which is why it was no surprise that he was promoted into a foreman role shortly after his first year of employment. He has shown great initiative during the "off season" by taking his responsibilities one step further by making

customer contacts and earning Lanracorp, Inc more contracts for this year. He is currently overseeing seven employees at multiple locations. He definitely lives up to his nickname and has earned his spotlight as our Employee of the Quarter.

Dan Streeter

Streeter has been with Lanracorp, Inc for 6 months. Part time putting forth extra effort on the job and asking for additional work as soon as he is done, all while keeping a positive attitude.

He is dependable and easy going. We are looking forward to his next six months with us.



GOOD JOB!



EMPLOYEE SPOTLIGHT OF THE QUARTER

My name is Casey Waller and I am 21 years old. I have a great family and loving friends.

I have a 6-year-old little girl who is my world, and my fiancé is pregnant, due in December. Lanracorp, Inc. has been the best job I have ever had. There have been many times when I have struggled financially and Lanracorp, Inc has been my saving grace. I cannot thank this company enough for the opportunity to work and in return I work even harder to show my appreciation.

Why safety is important to me? I want to return home every night in the same condition I went to work that day. Yes, we wear a lot of PPE but every piece of PPE is worth wearing. I don't know what I would do if I couldn't see my daughter's face, hear her voice or spend time with my loved ones. I am very lucky to have all my senses and I know how easy one slip up can lead to devastating consequences for my family and me.

As a crew foreman, not only do I have my own life in my hands, it is my responsibility to show my crew-members the proper way to perform work safely yet productively. This way we all return home safely and 100% healthy. My crew-members life is just as important as my life, so I take and all steps to ensure a safe return home.

Esplanade and Perspective Review

This year we started a transition to a new and improved chemical mixture switching to Perspective by Dupont, and Esplanade by Bayer. So far the results have been amazing. Perspective completely replaced Diuron for us this year. The goal of switching to Perspective was to target resistant species and have a safe, effective, broadleaf sterilant. So far it has performed everything it has advertised resulting in very little re-sprays for broadleaf weeds. We have also had no reported issues of resistant species of Mare's tail and Russian thistle.

We have used Esplanade in some select areas as a replacement to Oust. This is where we have seen a very drastic difference in results. Esplanade is used to target resistant species as well, but is most effective for preventing grass. Trial plots where we have used Esplanade have had 0% regrowth of grass. This is even more impressive giving the wet spring and summer we have had. With this also, there has been 0 reports of run-off. The combination of these two chemicals is proving to be a great upgrade that we will continue to use.



Planting for the FUTURE

At Lanracorp, we strive to be the best at providing quality service and ensuring that our team is safe while on the job. However, we also care about the environment and sustainability. Lanracorp has partnered with the Plant-A-Tree Program in order to give back to the land. Plant-A-Tree began in 1983 and allows individuals and organizations to voluntarily donate funds directly to the Forest Service for tree planting in National Forests across the United States. Plant-A-Tree especially focuses on areas that have the greatest reforestation needs. Lanracorp wants to help give back to the planet, and by partnering with the Plant-A-Tree Program, we can keep our forests thriving.

PLANTING FOR THE FUTURE

Lanracorp partners with the Plant-A-Tree Program

Lanracorp inc
Green

Developing a Culture of Safety

You know your job. You have the ability to do it well. But do you have the attitude required to do the job both well and safely?

There's no hiding attitude from others. If you have a poor attitude about safety, you may be able to hide it from yourself, but it will show up in everything you say and everything you do. Some workers seem to have the attitude that safety rules were made to be broken—especially when no one is looking. Even those who are hard-working, exacting, and conscientious about every other aspect of their jobs can have a poor safety attitude. They take shortcuts not because they are lazy, but because they want to get the work done more quickly. Other workers think that not complying with the rules won't cause too much of a problem if they perceive that a risk is small. They take chances, and this leads to accidents. These individuals don't take safety seriously, until it is too late. These are the people who say, "Don't worry, I've done it this way lots of times", right before they fall flat on their faces. Most of us don't intend to walk around with a bad safety attitude or realize when we have one. We think that our last couple of accidents simply "happened" to us. Luckily, attitudes are not permanent states of mind, they can be changed.

Here's how we can carry through with a great attitude concerning safety:

- Keep your mind focused on the job at hand. Put aside for the moment any personal problems that have been bothering you so that you can watch for hazards and accomplish what you have set out to do.
- Tell yourself that you will not let nearby noises or conversations bother your concentration and prevent you from doing the job safely.
- Don't give in to pressure from your co-workers to be unsafe. You don't have to join in horseplay, take shortcuts, or participate in coverups. Instead, take the lead in behaving in a responsible manner.
- Report all accidents and near accidents; even though they may seem unimportant at the time.
- Try to understand why an accident occurred, to help you avoid making the same mistake twice.
- Practice the techniques you have learned for lifting and other methods of doing the job in a safe fashion.
- Practice good housekeeping. Keep your work area free of clutter. Clean up spills.
- Be considerate of your co-workers. Don't do anything that would endanger them. In fact, go a step farther and remind co-workers about safety. Say something when they forget to.