

THANKSGIVING AS A MINDSET

1 Thessalonians 5:18
"give thanks in all circumstances, for this is God's will"

This is one of so many bible verses which ask for a spirit of "giving thanks". As we move towards November our minds often move towards a spirit of Thanksgiving. God doesn't ask us to only be thankful one time a year. We are asked to not only offer thanks in prayer but to lead others in a spirit of Thanksgiving. A believer or not, a person that is thankful in life is a pleasant person and someone that others respect. This is how we make a difference in the lives of others. By standing out from the ordinary, by living life differently, by taking the high road.

We often view Christianity in such a way that we feel we must beat down the doors to tell others about Christ, but Christ led by living life as an example, by treating others the way he wanted to be treated, and by offering his thanks on a regular basis. It's transformational because so many people don't start with a thank you. While it is important to tell others about Christ, we cannot ignore the fact of living a life that is molded around the image of Christ as key to what Christ called us to do, and he did this with respect and thanksgiving.

Having a spirit of Thanksgiving year round will change your mindset. When your first inclination in a situation is to ask yourself "what can I be thankful for" instead of thinking "what else bad can happen" it completely transforms your way of thinking and dealing with those issues. Live your life with a spirit of giving thanks. Begin your prayers with a thank you, not a request. Start telling others thank you for what they do for you. See what a difference a thankful mindset can make in your life.

Lanracorp inc.

QUALITY
AND SAFETY.
ALWAYS

Quarterly Newsletter

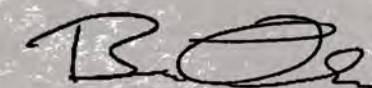
LETTER FROM THE PRESIDENT

As troublesome as the weather was in the first 6 months of the year quarter 3 has been quite the opposite. The weather has been phenomenal and our crews have been able to make up for the lost days earlier in the year. Our crews have cleared so many miles of ROW in the past 3 months and have done so **without a single lost time incident**. That's something we all should be proud of! The tree care industry in general has a higher rate of employee injury due to the amount of "line-of-fire" activities we encounter. The fact that our crews have cleared hundreds of miles of ROW and performed this work safely is no easy task. Congratulations to our guys and our team for making this **safety culture** so prevalent and valued at Lanracorp. It's always easy to get in a rush or become complacent, especially when the weather cooperates and we know it's time to get the work done. Thank you to our crews for keeping safety #1.

Most of you that know me or read these newsletter probably hear me mention "continuous improvement", something I am a big believer in. Near the end of a season is an excellent time to review items that were implemented earlier in the year. The BBS program has brought a good response, has show excellent trending data that our safety team has been able to identify hazards and work to remedy. This is key to preventing an injury! Our BuilderTrend app along with our Fleetmatics tracking has produced excellent documentation to help track and document our work-force which is always in the field in a remote location. Our herbicide mixtures are vastly improved and have been very successful. You will see more information later in the newsletter on these three topics. Excellent progress and implementation.

Moving towards the end of the year we begin to look at contract renewals and new bidding opportunities. I look forward to working with each of you again in 2016 and if there are any areas of concern or ways we can improve please do reach out to me so that we can move forward into 2016 having made improvements and built upon our business relationship. I appreciate your past business so very much as it makes this dream a reality.

Brent Oberlink, President



BOOK YOUR 2016 WORK NOW

SEE OUR NEW EARLY PAY OPTIONS

Save money on your total program costs and get an added herbicide to your mix at no cost for 2016!



BETTER
PREPARED



DEDICATED
CREWS

- **PAY IN DECEMBER** - Additional herbicide added to our 2015 mixture at no cost and 5% off total program cost
- **PAY IN JANUARY** - Additional herbicide added to our 2015 mixture at no cost and 3% off total program cost
- **PAY IN MARCH** - Same cost as 2015
- **PAY AFTER HERBICIDES APPLIED** - 4% increase from 2015 costs



HAVE YOU LIKED US ON FACEBOOK YET?

EMPLOYEES OF THE QUARTER

Dalton Buff has been an outstanding team member here at Lanracorp. He has excelled at every level of Right-of-Way clearing since his employment. He is a military police officer in the Illinois National Guard and is currently in the process of a promotion to sergeant, Dalton has become a very good Bobcat operator over the past 5 months and is a very safety conscious individual. Dalton's willingness to help out fellow team members with job task shows his true leadership ability. Dalton is engaged and has 4 dogs; he enjoys riding four wheelers, dirt bikes, and spending time with his family/friends.



Dalton Buff



Gary Easley

Gary Easley has been with Lanracorp since June of 2014 and has been an outstanding team leader. He has over 25 year of experience in vegetation clearing and tree removal. He takes pride in the Safety and Quality of each and every project he oversees. He loves working in the outdoors and training new team members. "I really enjoy showing the younger generation on how to work safely and do quality work". Gary has a wife (Sandy), 6 children, and 8 grandchildren with 2 on the way, and he is an avid hunter.

DOCUMENTATION WITH A MOBILE WORK FORCE

When you have a mobile work force it is difficult to gather data from the field in a timely manner. It's so important to have this data, provide documentation of the crew's work including before/after photos, and any relevant information about the job site or landowner. Ideally this information is in real-time.

In the last quarter newsletter we introduced everyone to a new app that we are using for our fieldwork called BuilderTrend. This program has been an excellent tool for our field crews to communicate back to the home office with daily activities and before/after photos. Many of these photos we receive we forward to project leaders. The program also serves as a daily log of detailed crew information of on site times, tasks performed and work completed that is date and time-stamped and archived indefinitely. If anyone would like daily emails sent via the program please contact Lanracorp Home Office to get set up. We have also introduced our crews to a program that labels each photo with a date, time, and GPS stamp; therefore the photos are accurate at location and we know what date the work was performed. With so many resources literally at our fingers-tips, it has certainly made great improvements with minute-to-minute daily updates and communication from field to office while eliminating extra paperwork that needs to be carried with the crew.

BuilderTrend along with our Fleetmatics GPS tracking of equipment and vehicles is a powerful combination to document what is going on in the field and on your job sites.



QUARTER 3 UPDATE

Quarter 3 has been a great quarter for productivity since the rainy season has ceased. Our right-of-way crews have been working extremely hard in order to get projects back on track with scheduled goal end dates. While most importantly, keeping safety as our number one priority. New implementations were introduced to the crew's daily pre-job agenda this quarter. Lanracorp's Daily ROW Daily Walk-Through Form was created in order to guide crews safely thru a pre-assessment of job site hazards. The form provides detailed instructions and a checklist of how to address the right-of-way to train the eyes to look for hidden hazards. Some crews started using a metal detector in order to better locate debris or hazards that lay hidden in the underbrush or just below the surface.

We encourage our crews to send us hazards they find along the walk through to the home office right away, so these findings can be shared with the company as a whole. This is helping our crews become more aware of their job site terrain while eliminating strikes on these hazards causing damage to equipment and existing structures. Here are a few pictures from findings while performing thorough inspections that may have been over-looked if performing a simple two-way pass through the working area. This has been an excellent project that our safety team and crews have developed together over the summer.



QUALITY AND SAFETY. ALWAYS

Our top two "at-risk" for the 3rd quarter where Body Ergonomics and Body Positioning. As we focused our attention towards better educating our staff of these know "at-risk", it has helped our group be more aware of the safety culture we have continued to build throughout the program.

With the fall season in full swing and winter just around the corner, it adds to the increase of hazardous conditions as weather starts to change. Rain, along with the transition to snow, causes extreme hazards out on the Right-of-Way, as well as, on the highways. Use extra caution when traveling the roadways; allow extra stopping distances as you approach stopped vehicles. Pay close attention to your footwear, excessive tread loss will ultimately cause slip, trips, and falls throughout the season. Walk with your hands out of your pockets to help aid you in the event of a fall. Dress properly for the season, it is much easier to remove clothing than not having any available to put on.

3RD QUARTER STATISTICS:

AT-RISK- 19
SAFE-1242
COMPLETED BBS'S- 54
TEAM MEMBER PARTICIPATION-35%



HERBICIDE MIX EVALUATION - POST APPLICATION

We have received great feedback regarding our new spray mix for 2015. We have had limited requests for touch-ups, which is especially satisfying due to the amount of rain that the Midwest received this summer delaying our typical progress this year.

In the attached photo you will see how our herbicide trials are performing about 6 months after application. Our current mix dominated the trial. A slight variation of our current mix won a very close 2nd place. After 6 months, these were the only two mixed in the trial that had zero vegetation re-growth. Our old mix as well as 2 new trials had regrowth of both grasses and broadleaves. As a result we will definitely continue to use our 2015 mixture in 2016.

As a whole, our re-spray needs in 2015 was the lowest ever. The new mix also showed very little unwanted movement from the target application site. These two facts are very important when judging a new herbicide mix.

The new mixture in 2015 also did an excellent job controlling weeds that have become resistant to other herbicides which have been on the market for a few years.

Another key proponent of this new mixture is the low use rates. We went from applying pounds per acre to applying ounces per acre. This new formula also tank mixes better.

The herbicide mix in 2015 was definitely a success.



Aerial View of Herbicide Plots.