

FAITH

Everything has a starting point.

Relationships have a starting point. Families have a starting point. Nations have a starting point. Even people have a starting point. Everyone has a beginning of their life. Some people were "started" on purpose, while others were a "surprise," but the fact doesn't change: everything has a starting point. Including faith. Did you know that faith has a starting point?

For some of you, you need a new starting point in faith. Maybe you grew up in church as a little kid, but the "Sunday school" answers you heard as a kid haven't connected with your experiences in life. It was your "parent's faith," and as you grew up, it didn't last for you into adulthood. For others, you've never darkened the door of a church in your life, so you're starting this journey brand new. Whatever your background, your faith can have a new starting point today.

So what is a good starting point for faith? Go to church? Maybe. Read the Bible? Makes sense. But is there something deeper and more foundational for the beginning of faith? There is a story in Acts 17:16-33 about a man named the apostle Paul, who travelled to the city of Athens in Greece, in order to tell people about the good news of Jesus Christ. When he arrives there, he is faced with a myriad of pagan temples and altars throughout the city. The Greeks were a thoroughly "pagan" people, meaning they worshipped the Greek and Roman gods of past centuries (i.e. - Zeus, Apollo, Athena, etc), and would have had little knowledge of Jesus Christ and the God of the Old and New Testament.

So when Paul shows up to tell these people about Jesus, he realizes they need a brand new starting point for faith. He couldn't tell them to "go to church" (there were none there) or what "the Bible says" (the New Testament had not even been written yet). So what would he tell them? Let's see an excerpt of what Paul says to the Athenians in v. 30-31:

"In the past, God overlooked such ignorance, but now he commands all people everywhere to repent. For he has set a day when he will judge the world with justice by the man (Jesus) he has appointed. He has given proof of this to everyone by raising him from the dead."

To Paul, the most important starting point for faith was the resurrection of Jesus from the dead! What we do with that event and how we respond to it will determine the course of how we live our lives. To Paul, the most important starting point for people's faith is not "the Bible says" or "go to church," but rather "Jesus rose from the dead." In fact, he calls the resurrection proof that Jesus was who he said he was. Essentially, Paul was saying, "If a guy can predict his own death and that he would rise again three days later, and PULLS IT OFF...I'm going to go with whatever that guy says!"

Now, some people say that Jesus' resurrection was faked, and that it was a sham. But Paul actually responds to this in 1 Corinthians 15:3-8 by stating, "After [the resurrection], he (Jesus) appeared to more than five hundred of the brothers and sisters at the same time, most of whom are still living..." For those who would doubt the resurrection, Paul responded, "Over five hundred people saw Jesus after he died. Most of them are still alive. Go ask them!"

Eye witness accounts of the resurrection. That's a pretty good starting point for faith: over five hundred people who witnessed a dead guy STOP being dead. It gives us hope for how to answer the most important question you can ask: "Who is Jesus?" So if you're not sure about the Bible or about going to church yet, that's ok. Start with Jesus. Start with the event that happened 2000 years ago that turned the world upside down. Once you deal with that, everything else will fall into place.



Letter from the President

No doubt that the winter of 2013-14 will go down as one of the worst ever. We plowed more snow this year than the last 7 years combined. The good news is that for the most part the weather allowed for the ground to be frozen so that at least 70% of the time our ROW clearing crews were able to work. In fact, we cleared more miles from January to the end of March than we did last year for the first 5 months. It's a relief that on most of our projects for 2014 we are ahead of schedule which will lend itself to the potential to add more projects in the latter half of the year.

As I'm sure you are aware, I'm a big believer in "continuous improvement". In our last newsletter we announced the addition of Brent Hoerig to our Operations Manager role and of Andrew Kistler's new role in the field. The amount of time our management team has been able to spend in the field has greatly increased and our tracking and monitoring systems have greatly assisted our crews in becoming more efficient. It's exciting to see improvements in efficiencies, quality, and safety. Our new on-site audit now includes an efficiency/quality audit as well and has proven to be a very valuable tool to ensure that our crews are living up to our standard.

On the safety front the company has taken a focus in 2014 on making safety personal. It's part of our effort to help ensure everyone at our organization "owns" safety and is actively a part. Along with the rollout of this theme we have also placed great emphasis on our BBS (Behavior Based Safety) program as we believe this is a very valuable tool to find patterns that need addressed before something worse could happen. BBS along with an active near miss reporting program is critical to ensuring that everyone goes home in the same condition they came to work that morning.

Our ROW clearing crews are already in full force but in the next month we will also begin our vegetation spraying services as well. In the vegetation management world you will battle mother nature and resistant weed pressure. We do what we can with mother nature and we seek to use the best herbicides on the market to combat resistant species of weeds. It's not very often that the bareground market sees new herbicide chemistries so we are proud to announce that we will be including some outstanding new herbicides in 2014 that are less likely to move off site and which have a greater "kill" on a broad spectrum of herbicides.

Thanks to all for a great 1st quarter, let's continue that *positive momentum!*

As always, thank you very much for your business. It's very appreciated!!

Sincerely,

Brent Oberlink, President

EMPLOYEES OF THE QUARTER



Matthew Koester has been part of the Lanracorp, inc team since August 2012. He is an extremely dedicated and reliable asset to Lanracorp. He has worked on numerous projects and has always done quality work while keeping a focus on safety. Matt's versatility and reliability are what makes him so valuable. He is able to operate equipment and step into a foreman's role when needed. Matt is always punctual arriving 5 minutes early everyday and working as long as it takes to get the job done. Matt sets a great example for our new and current employees with his positive attitude and experience to share with all. These qualities are what we are looking for in exceptional employees to become foremen. Matt will have the opportunity to lead our mowing crew this summer. Having a trustworthy, reliable employee that we can depend on, like Matt, is great for the Lanracorp team.

Keith Yates was hired in March 2013 as a laborer and in the last year has grown to be an exceptional foreman. When Keith started, he worked with and trained under Tony Anderson, our 2013 Employee of the Year. Tony helped Keith develop the skills to be a great foreman. Over the winter, Keith took on the role as a foreman for the first time. Within his first month, he encountered a challenge where he needed to lead 2 crews at the same time for 2 weeks and he did an exceptional job keeping the crew efficient and safe. Keith continues to go above and beyond as a leader for his crew. When he does not have a crew to lead on a half-day or day off, we can count on him to be at the shop working to prep and clean his equipment for the following work week. He communicates in great detail with his daily paperwork and performance reporting. Keith has developed into a great leader, he consistently finds a way to exceed our expectations and we are so very proud to have him on our Lanracorp, inc team!



EMPLOYEE SPOTLIGHT OF THE QUARTER

Rickey Hicks is our employee spotlight of the Quarter. He has been with Lanracorp, Inc for 6 years, as crew foreman for one of our power line right-of-way crews. Hicks has a great passion for Lanracorp, Inc. He is a hard worker, great communicator and actively participates in morning safety meetings. He makes sure that safety stays a top priority for his crew for a very special reason...

"I was asked what motivates me to be safe at work? And that is an easy answer. I am safe at Lanracorp, Inc, because of my son, Zayne Allen Hicks. He was born on May 22, 2013 at 9:12pm, 8lbs 6 oz 21 1/2 in long, and I remember this day like it was yesterday. I want to stay healthy because I want to come home every day and be there to watch my son grow. It is very important to wear the proper PPE for the job to protect myself from potential hazards. I could not imagine life without my eyesight or hearing and not be able to see him smile and hear him laugh. I also want to stay physically able so I can pick him up, give him a hug and spend time outdoors with him; teaching him how to play catch, fish and hunt when he is older. I share safety information with my crew on a daily basis because it is my responsibility to make sure that my fellow crewmembers to go home everyday to see their loved ones as well. That is why safety is personal to me at Lanracorp, Inc."

BEHAVIOR-BASED SAFETY (BBS)

Behavior-Based Safety (BBS) has effectively influenced risk for over 30 years and has contributed to improvements in work performance and culture in organizations who have implemented a BBS program. At Lanracorp, inc. we encourage a safe and healthy working environment. We know that at-risk behaviors cause more accidents than unsafe conditions. Our management team provides training, our supervisors ensure that safety procedures are being followed, but how can we know that these safety rules are being followed 100% of the time? A person may repeat an at-risk or unsafe behavior 1,000 times and not be hurt, but eventually an injury will occur as a result of the unsafe behavior.

This is why Lanracorp, inc. has developed a BBS Observation Form that employees complete on fellow crewmembers and turn in without naming who they observed. By having our team complete these forms with no name and no blame we eliminate the "negative consequence" to a single individual. On the form, the "auditor" describes the behavior, why the auditor considers it at-risk, and then summarizes the discussion between him and the observed about discussing a different option or approach that may eliminate the potential risk. Every form that is turned in is reviewed, documented and from here we can find a trend in at-risk behaviors. We address these at-risk behaviors as a group and work together to determine a safer choice. From these forms we can find improvement opportunities, and thus create further training, find the right tool for the job or updating policies to change the trend of at-risk behaviors to a series of safe behaviors.

Our main goal is results.

As stated in our mission; Quality and Safety. Always. And how do we get these results? A team member taking a few minutes to observe another crew member throughout the day and stopping an unsafe behavior right away when it is noticed. Therefore improving safety at a personal level and recording the learning opportunity to share with the entire team to prevent future incidents. We are here to look out for one another, create a safe and healthy work environment, and make sure that everyone returns home to their family each evening.

Written by Krystal West

2014 PESTICIDE UPGRADE

Lanracorp, Inc has always been a leader in herbicide application because we have always used a premium herbicide mixture. This year we have improved our herbicide program even more by changing our mixture to include two of the newest, best products on the market. One of these products is Perspective by DuPont. This is a great new product that targets many broadleaf weed species as well as many invasive species of weeds that have become resistant in the past, such as Maretail and Russian thistle. Perspective is an extremely safe, effective, long lasting, low dose chemical that has had amazing feedback since it has been on the market. This product reduces what took pounds per acre, and condenses it to ounces per acre. This reduces how much we have to carry and helps prevent costly and dangerous spills. Another new product we are using is Esplanade by Bayer. This is another safe, effective, long lasting, low dose chemical. Another great thing about Esplanade is that it has very low movement after it is applied. This reduces the risk of runoff greatly. Esplanade also targets many invasive and resistant species. The combination of these two new products with our current chemicals gives us one of the best possible herbicide mixtures. Our mixture has multiple herbicides that target multiple species and gives us a very effective full spectrum herbicide program. We are continuously looking for ways to improve and focus on quality and safety, always!