



NEWS LETTER

MONTHLY UPDATES

EMPLOYEE RECOGNITION

UPCOMING EVENTS

ANNOUNCEMENTS

Company Reorganization

BHGL IS GROWING THANKS TO YOUR HARD WORK. TO KEEP CONSISTENT WITH LANDSCAPE SERVICES AND LOCATIONS, BHGL HAS REORGANIZED DIVISIONS. RESIDENTIAL CONSTRUCTION IS NOW SYLVA CONSTRUCTION AND COMMERCIAL CONSTRUCTION IS NOW CANTON CONSTRUCTION. RESIDENTIAL AND COMMERCIAL LANDSCAPE CONSTRUCTION SERVICES ARE OFFERED FROM BOTH SYLVA AND CANTON LOCATIONS.

2025 Company Meal: Hangry Hump Day

IN 2025, BHGL EMPLOYEES WILL DINE TOGETHER ON THE FIRST WEDNESDAY OF THE MONTH. REMEMBER THE COMPANY WILL PAY \$14/EMPLOYEE. CREW LEADERS WRITE NUMBER OF ATTENDEES AND OVERRAGES ON THE TICKETS.

Holiday

1ST BHGL HOLIDAY OF THE YEAR IS MONDAY, FEBRUARY 17TH. THE OFFICE WILL BE CLOSED FOR PRESIDENTS DAY.

Employee Recognition

Celebrating Our Incredible Team: Work Anniversaries

At B. H. Graning Landscapes, our success is built on the dedication, hard work, and expertise of each and every one of you. This month, we are thrilled to celebrate the work anniversaries of several team members, whose commitment and excellence have made a lasting impact on our company and clients.

We extend our heartfelt gratitude to those reaching milestones from their very first year to an extraordinary 20 years of service! Among these remarkable anniversaries, we want to especially recognize three employees who have been with us since the very beginning—Jose Moctezuma, Eddie Cedillo and Rogelio Cedillo. Over the past two decades, these individuals have been integral to the growth and development of B. H. Graning Landscapes, Inc., contributing their knowledge, leadership, and dedication every step of the way. Their work has helped shape the strong foundation we stand on today, and we are incredibly fortunate to have them on this journey with us. Congratulations and thank you to all celebrating anniversaries this month! Let's continue to grow and succeed together.



Jose Moctezuma
20 years—01/15/2005



Eddie Cedillo
20 years—01/28/2005



Rogelio Cedillo
20 years—01/28/2005

ANNOUNCEMENTS

W-2s

W-2s were mailed in January. Please check with Heather if you have not yet received.

Bonuses

CONGRATULATIONS TO MAINTENANCE AND CANTON CONSTRUCTION DIVISIONS FOR MAKING PROFIT MARGINS FOR OCTOBER AND NOVEMBER. OCTOBER CHECKS GO OUT THIS WEEK AND NOVEMBER CHECKS GO OUT IN 2 WEEKS. CONGRATULATIONS TO THE MAINTENANCE DIVISION FOR MEETING THEIR PROFIT MARGINS FOR DECEMBER. THOSE CHECKS GO OUT BY THE END OF THE MONTH.

Photography

JANUARY VOTING JUST WRAPPED UP BUT YOU CAN STILL SUBMIT YOUR FEBRUARY PHOTOS. SUBMIT YOUR FEBRUARY 2025 PHOTOS THROUGH THE WEBSITE. REMEMBER TO TAKE THE PICTURES IN LANDSCAPE / HORIZONTAL ORIENTATION. VOTING FOR FEBRUARY PHOTOS WILL HAPPEN THE LAST WEEK OF THE MONTH. CONGRATULATIONS TO THE WINNER OF THE DECEMBER CALENDAR. JANUARY CALENDAR WINNER WILL BE ANNOUNCED NEXT MONTH.



December Winner
CHARLIE STURGIS

Employee Recognition

Anniversaries



Felipe Gonzalez
11 years—12/19/2013
Most Influential Coworker: Cody Thompson



Mario Escalona
10 years—01/19/2015



Denise Waltz
5 years—01/28/2020

Tyler Applegate
8 years—01/30/2017



Patrick Pippio
5 years—01/25/2021



Habraham Rojas
4 years—11/20/2020
Most Influential Coworkers: Eddie Cedillo & Felipe Gonzalez



Austin Johnson
1 year—01/26/2024

Company Mindset

Growth

We are excited to announce the promotions of **Michael Collins** to **Snow Operations Manager** and **Charlie Sturgis** to **Assistant Snow Operations Manager**! Michael, who joined us in 2018, has excelled through roles as Crew Leader and Assistant Operations Manager, showcasing outstanding leadership, responsibility, and dedication. Charlie, who started in 2017, has been a key team player known for his attention to detail, reliability, and commitment to training new employees. Both bring exceptional skills to our snow operations team, ensuring efficient, safe, and high-quality service for our clients. At B.H. Graning Landscapes, we believe in encouraging growth and advancement within our company. Michael and Charlie's success stories highlight that every team member has the opportunity to learn, develop, and achieve new leadership roles through hard work and dedication. We're proud to support your career journey and are excited to see more employees follow in their footsteps. Congratulations to Michael and Charlie!

We love to hear positive feedback from our customers on our outstanding employees and high-quality work. Congratulations and thanks to the following employees for a job well done!

Excellence

- ✱ Thank you to the Snow Division and Snow Crew members from Georgia Newsome. She was grateful for the timely and excellent services.
- ✱ Canton Construction Division had multiple customers call in to say thank you; they were very pleased with the results and all the hard work.
- ✱ Angela Davis was very appreciative that Michael and his crew came out and handled her driveway. She is thankful that Ben called right away and sent the crew out. "They did great job and so very nice do work with."

Preparation

As we continue our commitment to excellence at B.H. Graning Landscapes, we encourage all crew members, crew leaders, and project managers to adopt a **progressive landscaper mindset** on every property. This means always leaving the property better than you found it. Take pride in your work by paying attention to the details that elevate the landscape, from tidying up to improving curb appeal. If you notice areas that could benefit from additional services, bring them to your supervisor's attention so they can discuss recommendations with the customer. Your proactive approach not only enhances the property but also builds trust and strengthens customer relationships. Additionally, as we enter snow season, be prepared to shift into snow crew roles at any time. Review snow removal protocols, inspect your equipment, and ensure trucks are ready to go. Weather conditions can change quickly, so it's crucial to stay adaptable and alert. When you leave the shop, remember to "**go slow to go fast**"—take the time to review everything thoroughly before starting your work to ensure safety and efficiency. By staying prepared and detail-oriented, we can deliver the dependable, high-quality service our clients expect every season!



Quote of the Month:

Consistency Wins. Because it's not what you do once in a while that matters. It's what you do every day.

Coach Sylvester Hatten Jr.