



NEWS LETTER

MONTHLY UPDATES

| EMPLOYEE RECOGNITION

| UPCOMING EVENTS

ANNOUNCEMENTS

Spring has Sprung

IT IS OFFICIALLY SPRING. AS WE GO OUT INTO THE WORLD AND WORK HARD, WE WILL BE SEEING NEW FACES ADDED TO THE TEAM. LET'S MAKE SURE THAT THEY ARE IN THE KNOW OF THE DAY TO DAY AND TRAIN THEM UP TO BE SUCCESSFUL.

Be Prepared

MAKE SURE YOU ARE COMING TO WORK DAILY WITH YOUR HYDRATION, FOOD AND ALL YOUR SAFETY GEAR THAT IS REQUIRED (SAFETY GLASSES, EAR PLUGS, SAFETY VEST, GLOVES).

Aflac Update

THANK YOU TO EVERYONE FOR MAKING THIS QUICK TURNAROUND POSSIBLE. THESE SUPPLEMENTAL BENEFITS ARE TRULY BENEFICIAL AND COST EFFECTIVE FOR YOU, OUR EMPLOYEES. WE WILL HAVE A SHORT-TERM POLICY WITH THIS AND FROM THIS YEAR ON, OUR OPEN ENROLLMENT WILL BE IN NOVEMBER. OPEN ENROLLMENT IS WHEN YOU CAN DROP AND ADD YOURSELF OR DEPENDENTS TO POLICIES WITH NO REASON. OUTSIDE OF NOVEMBER, YOU MUST HAVE A QUALIFYING EVENT (IE: LIFE, DEATH, CHANGE IN JOB, MAJOR SICKNESS) TO MAKE A CHANGE.

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 quarter, we have many anniversaries to celebrate (pictured with their "most influential coworkers"): Austin Johnson (1), Angie Hawkins (1), Pete Morrison (1), Cody Lovelace (1), Consantino Navarro (2), Patrick Pippio (4), Eddie Adams (4), Denise Waltz (5), Adam Hilliard (5), Freddie Rattler (6), Tyler Applegate (8), Tony Corona-Jimenez (9), Roger Murajda (11), Jose Lopez (13), Heriberto Cedillo (20), Jose Moctezuma (20), Rogelio Cedillo (20) and Ben Graning (20).



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, Rogelio Cedillo (not



pictured), and Ben Graning. 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 quarter! Let's continue to grow and succeed together.

ANNOUNCEMENTS

Company Meeting

WE HAVE CHANGED THE MONEY MEETING (COMPANY MEETING) SCHEDULE UP A BIT. FROM THIS MOMENT FORWARD, WE WILL HAVE A MEETING IN CANTON ONCE A MONTH AND A MEETING IN SYLVA ONCE A MONTH. YOU WILL RECEIVE THE NEWSLETTER A FEW DAYS FOLLOWING THE MEETINGS & WILL NEED TO MAKE SURE YOUR EMAIL IS 100% WITH HEATHER.

Celebration

THIS YEAR MARKS 20 YEARS OF BUSINESS BEING INCORPORATED AS A REGISTERED BUSINESS. OUR SUMMER COOK-OUT WILL BE A 20-YEAR CELEBRATION! THIS HAPPENS BEFORE SCHOOL IS BACK IN SESSION.

Photography

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



February Winner
GREG BUFKIN

Employee Recognition

Employees of the Month

Each month, division leadership determines which employees deserve recognition for their hard work, resiliency, effort and overall embodiment of the values here at B. H. Graning Landscapes, Inc. Congratulations to the individuals below for their recognition as employees of the month for January and February.

January

Maintenance

- * Roberto Macz Cal - *Cash to be given with next week's payroll*
- * CC Wolfe



Sylva Construction

- * Constantino Navarro - *Cash to be given with next week's payroll*
- * Jose Garcia



Canton Construction

- * Jose Fernando - *Cash to be given with next week's payroll*

February

Maintenance

- * Eddie Adams
- * Patrick Pippio



Sylva Construction

- * Yader Reyes
- * Jeremy Conard

Canton Construction

- * Freddy Morales - *Cash to be given with next week's payroll*



Quote of the Month:

"Far and away the best prize that life offers is the chance to work hard at work worth doing." - Theodore Roosevelt