



NEWS LETTER

MONTHLY UPDATES

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ANNOUNCEMENTS

Celebration

SEPTEMBER 19TH 2025 IS THE 20TH ANNIVERSARY COMPANY PARTY AT THE BRIDGE PARK IN SYLVA WITH THE BHEL SPONSORED FOOTBALL GAME AT WCU ON SEPTEMBER 20TH. MARK YOUR CALENDARS! MORE INFORMATION TO COME.

Incident Reporting

EACH TRUCK IS EQUIPPED WITH A SAFETY NOTEBOOK FOR REPORTING INCIDENTS, NEAR-MISSES, OR ANY CONCERNS ON THE JOB SITE. THESE NOTEBOOKS ARE AN IMPORTANT TOOL TO HELP US TRACK AND ADDRESS ISSUES QUICKLY, IMPROVE SAFETY PROTOCOLS, AND KEEP EVERYONE INFORMED. IF YOU SEE SOMETHING, WRITE IT DOWN—YOUR ATTENTION TO DETAIL HELPS KEEP OUR TEAM SAFE.

Stay Safe

AS TEMPERATURES RISE, IT'S IMPORTANT TO STAY ALERT FOR SIGNS OF HEAT EXHAUSTION AND HEAT STROKE—BOTH IN YOURSELF AND YOUR COWORKERS. SYMPTOMS LIKE DIZZINESS, NAUSEA, HEAVY SWEATING, OR CONFUSION SHOULD NEVER BE IGNORED. STAY HYDRATED, TAKE BREAKS IN THE SHADE, AND SPEAK UP IF SOMETHING DOESN'T FEEL RIGHT. SAFETY STARTS WITH AWARENESS—LOOK OUT FOR EACH OTHER OUT THERE!

Employee Recognition

Celebrating Our Incredible Team: Work Anniversaries

At B. H. Graning Landscapes, Inc., our growth and success are made possible by the commitment, talent, and hard work of every team member. This spring, we're proud to celebrate several employee anniversaries—each one a testament to the dedication that drives our company forward. Many of those being recognized are pictured below alongside their "most influential coworkers." Join us in congratulating them on these important milestones!



William Ledford (1), Abram Graning (3), Cade Graning (4), Levi Sturgis (4), Tony Miller (4), Freddie Rattler (6), Heather Kindy (8), Mikey Ashe (8), Charlie Sturgis (8), Cody Thompson (8), Rebecca Mathis (9).



ANNOUNCEMENTS

Bonuses

APRIL 5% BONUS FOR SYLVA CONSTRUCTION WAS PAID ON JULY 23RD. CONGRATULATIONS TEAM!

Reminders

SMALL ENGINE TOOL DROP-OFF: PLEASE LINE UP ALL SMALL ENGINE TOOLS ALONG THE BACKSIDE OF THE MAINTENANCE BUILDING. EACH ITEM MUST BE TAGGED WITH COMPLETE INFORMATION. IF THE REPAIR IS URGENT, ROUTE IT THROUGH SCOTT BASSETT, FLEET OPS MANAGER.

SYLVA PARKING LOT - UPPER LOT: PARK RESPECTFULLY BY PULLING IN CLOSE, ALLOWING ENOUGH ROOM FOR DOORS TO OPEN WITHOUT HITTING ADJACENT VEHICLES. FILL IN SPACES AS YOU ARRIVE—AVOID SCATTERED PARKING.

OFFICE COMMON AREAS: BE MINDFUL OF HOW YOU LEAVE SHARED SPACES. JUST AS WE EXPECT CARE WITH TRUCKS AND THE YARD, OFFICE AREAS—ESPECIALLY THE PRINTER STATION—SHOULD REMAIN TIDY. DO NOT LEAVE STACKS OF PRINTED MATERIALS BEHIND. USE THE FOLDERS PROVIDED TO STAY ORGANIZED AND AVOID WASTE.

YARD & FUELING PROCESS: PETE MORRISON REMINDED EVERYONE TO FOLLOW PROPER PROCEDURES WHEN USING THE MAGNETS AND CLIPBOARD SYSTEM. BE SURE TO RECORD ALL MATERIALS TAKEN OR RETURNED TO HELP KEEP THE YARD ORGANIZED AND SUPPLIES PROPERLY TRACKED. THANK YOU FOR HELPING KEEP OUR WORKSPACES SAFE.

BHGL University

THE NEW SESSION OF BHGLU BEGAN JUNE 4TH. STAY TUNED FOR UPDATES. CONSIDER THIS LEADERSHIP AND GROWTH OPPORTUNITY IF YOU HAVE NOT ALREADY. SESSIONS INCLUDE 5 WEDNESDAY EVENING MEETINGS (EVERY OTHER WEEK) AND ONE SESSION FOR THE FINAL EXAMINATION.

Employee Recognition

Employees of the Month

Each month, division leaders select team members who exemplify the values of B. H. Graning Landscapes, Inc. through their hard work, resilience, and dedication. Congratulations to the outstanding individuals below who have been recognized as Employees of the Month for the second quarter!



Maintenance: Crew Leader – Charlie Sturgis and Crew Member – Alejandro Coc Seb



Canton Construction: Mario Escalona



Sylva Construction: Foreman – Jim Hanke and Crew Member – Yader Reyes

University Graduates

Join us in celebrating **Calistia Wolfe** and **Dalton Bobbitt** for completing B. H. Graning Landscapes University!

BHGLU is a hands-on training program that builds essential landscaping skills, safety knowledge, and leadership abilities. It's a key step toward becoming a foreman and growing within the company.

Great work, CiCi and Dalton—your commitment to learning and leadership is appreciated!



Employee Photo Calendar Reminder

Keep those project and BHGL property photos coming! Use the new QR code stickers in each truck to submit your entries. Monthly voting is ongoing—check the website and social media for updates.

Congrats to our recent winners: Dalton Bobbitt (March), Ben Graning (April), Tony Miller (May), Brandon Glenn (June).



"Hardships often prepare ordinary people for an extraordinary destiny."

- C.S. Lewis