



THE IDEAL WAY

JUL 2022

ST. LOUIS POST-DISPATCH NAMES IDEAL LANDSCAPE GROUP A TOP WORKPLACE

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Ideal Landscape Group has been awarded a Top Workplaces 2022 honor by the St. Louis Post-Dispatch. The anonymous survey uniquely measures 15 culture drivers critical to any organization’s success: alignment, execution, and connection.

To be in the top 50 of 2500 companies invited to participate is a great honor. Our people are hugely important to what we do here at Ideal. To know our employees enjoy working at Ideal and see themselves growing with us means the world.



Our culture is built on two principles: a positive attitude and good work ethic. Ensuring everyone on the team meets these two qualities is the primary reason we are fortunate to have won this award.

For 2022, 183 employers made the winners list – a record high. Energage invited 2,499 organizations to participate, and they were eligible provided they had 50 or more employees in Greater St. Louis. Most of the surveying was done between January and April. Surveys went out to 60,101 employees in the region and 35,926 responded.

WORK HARD, PLAY HARD

We take working hard and playing hard very seriously here at Ideal! To kick off the holiday weekend last week, we hosted a different kind of company BBQ. To say it was a hit would be an understatement. From a dunk tank and slip-n-slide, to water balloons and snow cones, everyone had a blast!

It’s not hard to have a great time when we have so much to celebrate! Showing our crews the appreciation they deserve is what these BBQs are all about.



CELEBRATING OUR TEAM

TEAM MEMBERS OF THE MONTH

At our May BBQ, we recognized a few individuals for their hard work and dedication to Ideal!



Congratulations to the following people for being recognized as top team players for the month of June! Thank you for always going above and beyond.



HUGE MILESTONE ACHIEVED

We would like to give a HUGE shoutout to Bryan Holloway for celebrating his 25th anniversary with Ideal. Bryan started in 1997 and has been with the company since then. Success never comes in a day; it comes with time and hard work, and he is an example of that. Please join us in thanking & congratulating Bryan!



PLAYGROUND UPDATE

Our playground division has been all over the state this summer working on a multitude of playgrounds! This summer IPS has hit a milestone of its own. As of June all team members of our division have been with Ideal for at least 5 years!



IPS has begun the installation of the Special School District Southview & Litzsinger Schools' projects. Both schools will be getting new inclusive playgrounds for their students. The playgrounds will be completed by the start of the school year.



We have begun site work for the Lathrop City Park Unlimited Play project. Along with Unlimited Play, IPS will be building an inclusive playground for the city of Lathrop, MO. This project also includes a custom splash pad and covered stage for live music!



IPS will begin site work for the City of Raymore's Hawks Nest Project in late August. This nature-themed park features a fabulous treehouse, rock climbing wall, telescope panel and animal crawl tunnel that children of all ages are guaranteed to enjoy.

Over on the other side of the state, we have opened the KC Monarch's inclusive playground and installed the equipment at the new Central Bank's Sports Complex in conjunction with Unlimited Play & Variety KC.

Teaming with AB Creative, we have completed the full removal and installations at High Mount School in Swansea, IL, and the Franklin County Elementary School in New Haven, MO. In the next month, we will also be installing the St. Peter's Inclusive Playground following ILC's completion of the site work for IPS.

IRRIGATION UPDATE



High temperatures and little rain have kept our Irrigation Division BUSY! On top of keeping up with our clients, the Irrigation Division has taken on a few special projects.

In Brentwood at the Great Rivers Greenway project, a large irrigation project is underway. With 48 zones, 425 sprinklers, and 14,580 ft of PVC pipe, it will be 600 miles of greenways connecting St. Louis City, St. Louis County, and St. Charles County.

By the fall White Flag Church, in Oakville, will have a new irrigation system as part of an Ideal Landscape Construction project. The system will consist of 281 sprinklers, 24 zones, and 12,600 ft of PVC pipe.

With new projects and current customers, we have added a third utility van that is already stocked and on the road already making repairs.

SMART IRRIGATION MONTH - IMPROVING IRRIGATION EFFICIENCIES

Slow the flow – If water is applied too quickly, it can run off into the street or sidewalk. Smart irrigation regulates pressure, ensuring that the water has a chance to soak into the ground.

Don't think twice about smart upgrades – Take the guesswork out of irrigation by upgrading to a smart controller. Weather- and soil moisture-based controllers automatically adjust the watering schedule based on conditions at your location.

Select & inspect sprinklers properly – Select sprinkler heads and nozzles that apply water uniformly to the target area. Inspect your sprinkler heads regularly to make sure they are not obstructed or watering the pavement.

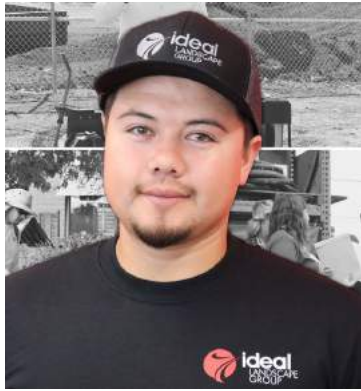
Work with a certified professional – Protect your investment by working with a certified irrigation contractor. Certified professionals have demonstrated competence for the job to make sure it's done right.

Use drip irrigation – Drip or “low pressure, low volume” irrigation, applies water directly to the base or roots of plants. These systems are ideal for watering individual plants and smaller landscape areas slowly and precisely.

Save on your next upgrade – Many water utilities offer rebates for certain water-efficient products. Before upgrading to your new system, consult with your local water provider to see if they offer rebates in your area.

MAINTENANCE UPDATE

CONGRATULATIONS CHANGO



Join us in congratulating Max "Chango" Patino Perez on becoming our newest Production Manager! Chango has been at Ideal for 8 years where he started as a crew member and worked his way up to crew leader and, now, production manager.

Chango has been our go-to guy when adding large, high-end clients to our portfolio, because he has the experience and attention to detail that is needed. As we continue to grow, we were looking for a sustainable solution and adding Chango to our leadership team was the way to go. In his new position, he will be able to build our crews to his same high standards.

When asked about what qualities made Chango the right person for this position, Silas Dill, Director of Operations, said, "Chango is one of the hardest working and most humble people you will ever meet. Chango joins our impressive production team consisting of Carlos Perez, Robert Menning, Max Carballo, and Fernando Aguirre. I love our team, and I think Chango will be a great addition to the staff. Chango is the type of employee that allows Ideal to continue to be voted a top workplace in St. Louis."

Thanks for all you do, Chango, and for helping us build one of the top teams in St. Louis. We look forward to seeing all that you will accomplish in your new role!

CHANGES IN THE SHOP

Out in our shop, we are saying goodbye to Sean, better known around the office as "Chop." Sean will be heading off to Linn, MO, to attend State Tech. There, he plans to study heavy equipment technology. Sean has been at Ideal for over two years. We are sad to see him go but excited to see all that he will accomplish in his new adventure.



Moving into a new role in the shop is Wayde Eckhoff. He joined the Ideal team in May 2021 as an Assistant Porter and will now be our Lead Shop Porter. In his new role, Wayde is the lead guy responsible for making sure we are efficient in getting out of the gate the next morning and on our job sites with the proper equipment.



Did You Know?

So far in 2022, Ideal Landscape Group has

- Mulched **1,901,539 sq. ft** of landscape beds
- Fertilized **41,576,436 sq. ft.**
- Planted **18,360** flowers
- Mowed **3,115** acres of turf acres
- Started **217** irrigation systems



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CONSTRUCTION UPDATE

This summer has kept our construction division busy with a variety of projects.

Construction at Ackert Park in University City was completed this week! Ackert Park's renovations began in early spring and included new ADA-compliant walkways, a splash pad, a sculpture park, and renovation of the 1900 trolley depot. Ideal Maintenance also installed rain gardens, extensive landscaping, signage, and irrigation.



Ideal Landscape Construction will be finishing up our work on Riparian Trail this month. Our work includes a one-mile asphalt-paved multi-use trail that will begin at August Hill Drive, continue through Central Park, cross Wild Horse Creek Road at the future Burkardt Place signal, and end at Old Chesterfield Road. A small parking lot/trailhead will be constructed at Old Chesterfield Road.

At Southview and Litzinger School, ILC and IPS will be working together to bring the students two new inclusive playgrounds. ILC will be doing the site work to prep for the new playgrounds. Work will include retaining walls, slabs, fencing, grading, and demo. Site work will be done in July, making way for IPS to bring in the fun stuff!



ILC will be starting Phase Two development of Bluff View Park in Wildwood, MO. This 100-acre park site will include three components. The first component is improvements to the parking area and entry location that provides primary access to the park's trail system. The second component is to add new picnic tables and shade structures in the large island that is surrounded by the parking area. The last component of this park project is to improve access to the bluff area and provide limited seating at this one-of-a-kind location while also making it easier to maintain than its current condition.

In St. Charles, ILC will be doing a major bank stabilization project along Crystal Springs Creek. Our work involves constructing 1,074 ft of bank stabilization using rooted planting, native seed mix, and erosion control blanket on both sides of Crystal Springs Creek, downstream of Rio Vista Drive and South Fifth Street. The work includes building 2 retaining walls, replacing 3 storm outfalls, constructing 2,054 lf of sanitary sewer, and constructing 375 lf of water line.

