



THE IDEAL WAY

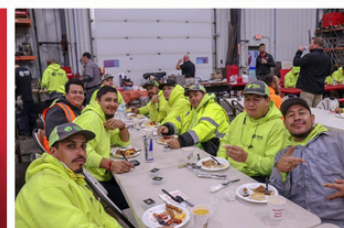
JAN 2023

IDEAL LANDSCAPE GROUP'S CULTURE GETS NATIONAL ATTENTION

At Ideal Landscape, we place a huge focus on our culture. It is often the number one factor we consider when making decisions. Because of our focus on culture, we have seen an increase in workplace satisfaction and retention among our employees.

Good company culture in the landscaping industry can be hard to come by and we are honored to have been featured in two national, industry publications focused on how we have built ours. In November, we had the opportunity to be featured on the cover of Lawn & Landscape Magazine. The story titled ["Ideal" Outcome](#) describes how we have invested in our culture by caring for our people.

We were also honored to be featured on the National Association of Landscape Professionals' Blog - The Edge. The article titled: [How I Do It - Cultivating a Successful Company Culture](#) storied our achievement of being named a Top St. Louis Workplace, one of only two landscaping companies on the list.



Looking for site portering services, concrete & asphalt repair, or parking lot striping? We are offering these new services starting in 2023 & would love to talk about how we can help elevate your property.

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MAINTENANCE UPDATE

2022 has been a record year for our Maintenance Division!

Our crews

- Fertilized 72,963,000 sq. ft.
- Mulched over 2,000,000 sq. ft. of landscape beds
- Planted 13,000 tulips
- Planted 18,360 flowers
- Mowed 8,722 acres
- Started 217 irrigation systems
- Shut down 223 irrigation systems
- Managed, harvested, & bottled the honey from 2 beehives



It was certainly a busy year, but our crews have handled it like the pros they are.

Resetting for 2023

This time of year, we turn our focus to making sure our 2023 season starts off on the right foot. From equipment to employees, we are planning for another successful year. At the end of 2022, we were fortunate enough to complete our services on time, which allowed us to reset, clean up, and look ahead.



Spring is a make-or-break time for our industry. Using this time to regroup and ensure we are heading into the season with an effective plan can be the difference between a record-setting year and an average one.

Proper staffing and purchasing are two major factors for us this time of year. Making sure we are purchasing the right equipment and supplies at the right price is essential. Focusing on our org chart and bringing back employees strategically guarantees proper efficiency for our job sites.

We had a record-setting year in 2022, and we plan to do the same in 2023!

Upcoming Projects

Throughout the winter, our crews have been working on a few projects that will be completed in the spring. At bioMérieux in Hazelwood, we are midway through a complete landscape overhaul. We are planting hundreds of trees and shrubs along with updating their irrigation to Weathermatic. Our next newsletter will feature the story of designing, planning, and executing this large-scale campus revamp. Keep your eye out for that!

Other projects coming to an end in the spring include ground-up construction at White Flag Church and Starbucks. At White Flag in South County, we are installing native prairie plantings, athletics fields, smart irrigation, trees, and shrubs. At the new Starbucks in Collinsville, IL, we are installing irrigation and landscaping.

Before bioMérieux



Before White Flag Church



IRRIGATION UPDATE

Reflecting on the end of 2023, our crews stayed very busy shutting down irrigation systems and doing a record number of installations at the same time. Our crews winterized approximately 5,100 irrigation zones across our portfolio including our first-ever golf course! We also converted about 80% of our customers to smart irrigation systems using Weathermatic – saving them both money and water.

On the installation side, we have been juggling four projects simultaneously due to construction and weather delays. Without the setback of more delays, we are on schedule to have the irrigation systems installed by March 1st before starting up systems for the spring.



Looking ahead to 2023, we are already filling up with both servicing and installation projects. Our trainees have excelled in learning irrigation and some will be promoted to technicians with their own trucks for the season.

CONSTRUCTION UPDATE

Our Construction crews are working through a wet winter. We have a variety of projects at various stages of completion. At Bluffview Park, crews are in the last leg of construction. The parking lot has been paved, all shelters have been erected, and roofs are currently being installed. Once the final site furnishings are installed, our work will be done.

Our Great Rivers Greenway connector project is expected to wrap up in Spring because the fall seeding and sod window were missed due to the wet weather all winter long. The fall plantings were installed, however, and should be looking great come springtime. This large project will bring the Brentwood area a new playground, walking trails, and an outdoor amphitheater.



Delays at the Crystal Springs project have pushed back the start of our work. We hope to begin work shortly constructing 1,074 ft of bank stabilization using rooted planting, native seed mix, and erosion control blankets on both sides of Crystal Springs Creek. Our work will include building two retaining walls, replacing three storm outfalls, 2,054 ft of sanitary sewer construction, and 375 ft of waterline construction.



In Maryland Heights, we completed the installation of the CON/SPAN arch bridge, installed fencing and guardrails, and paved the road at Fee Fee Road Ballfields. This bridge will be used in the construction of the new ballfields and enhance access to the site.

Due to the slower nature of this time of year, our construction crews have done multiple site work projects for our playground and maintenance crews. This time has also allowed our crews to work on our parking lot expansion project. We've had a crew at our office this month building a large retaining wall and bio-retention basin for our new three-acre expansion.

Looking ahead to 2023 with the possibility of an economic downturn, we will be looking at other services and project types our crews can perform.



@ideallandscape

PLAYGROUND UPDATE

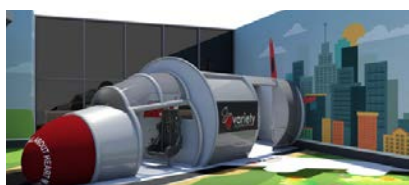
Our Playground division has had another successful year! In 2022, IPS helped our friends at Unlimited Play by building six new inclusive playgrounds and a splash pad in Lathrop, MO.

Hawk's Nest in Raymore, MO is nearing completion and will be open to the community once the weather warms up. Working with ILC, IPS completed the removal and revitalization of inclusive playgrounds in Litzsinger & Southview Schools in the St. Louis Special School District. In Olivette City, we worked with Hankins Construction on three new playgrounds with safety surfacing and a new splash pad.



Looking ahead to the new year, we are contracted for at least three more Unlimited Play projects.

- Anna, IL: Hadley's Haven Playground
- St. Louis, MO: Logan's Community Playground
- Kansas City, MO: KCI Inclusive Play Area

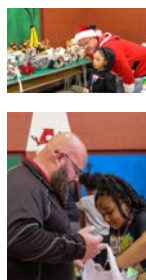
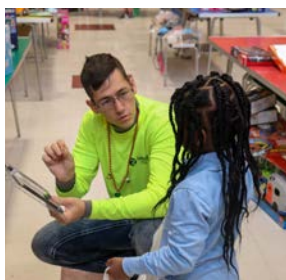


Our Playground team continues to spend many hours on the road traveling to these projects. Hat's off to the IPS team for another great year, and everything they do to make these projects a success. We are looking forward to another great year!

AROUND THE OFFICE

Celebrating the Holidays

It's not a party without good food, good company, and a little competition, right? And our Christmas party had all three! Our team came together at the end of the year to celebrate Christmas, recognize everyone's hard work, and spend time together as a team. Congrats to our cornhole tournament winners, Nick Fischer & Adam Hunter, and our pie-eating contest winner, JJ Williams!



St. Louis Public Schools Toy Drive

The week before Christmas, our team joined the students of Monroe Elementary as they participated in our annual Toys for School Kids Day! It was a great success, and we are always grateful to play a part in putting smiles on these faces.

A big thank you to our team members who donated toys and their time!

